

The Georgia Board of Nursing met July 15-17, 2015 in Building B of the Professional Licensing Boards Division of the Secretary of State located at 237 Coliseum Drive, Macon, Georgia 31217.

WEDNESDAY, JULY 15, 2015

MEMBERS PRESENT

Brenda Rowe, RN, MN, JD, President
Kellie Lockwood, RN, MSN, Vice President
Amy Hooper, LPN
Dellarie Shilling, RN, DNP, FNP-BC
Fredettina (Tina) Fletcher, LPN
Andrea Phipps, LPN
Tammy Burdeaux, RN, BSN, CRNI
Rhonda Scott, PhD, RN, NE-BC, NEA-BC
Linda Floyd, RN, EdD, PMHNP-BC, CNL
Nancy Barton, RN, MSN
Merry Fort, RN

MEMBERS ABSENT

Katherine Mann, RN, CRNA
Ashley Barnett, Consumer

STAFF PRESENT

Jim Cleghorn, Executive Director
Amelia Baker, JD, Assistant Attorney General
Jansen Balisi- Legal Services
Janet Freeman, RN, BSN, Nursing Consultant - Legal/Discipline

Rowe called the meeting to order at 10:00 a.m. on Wednesday, July 15, 2015. A quorum to conduct disciplinary matters was present.

EXECUTIVE SESSION

Barton moved, Scott seconded and the Board voted to enter into **Executive Session** in accordance with O.C.G.A. §§ 43-1-2(k); 43-1-19(h), 43-26-5(c) and 43-26-11, to deliberate on applications and enforcement matters and to receive information on applications, investigative reports and pending cases. The motion passed unanimously.

At the conclusion of the Executive Session on Wednesday, July 15, 2015 Rowe declared the meeting to be "open" pursuant to the Open and Public Meeting Act, O.C.G.A. §§ 50-14-1 et seq. No votes were taken during executive session.

HEARING – Janice Tinsley – Board Docket 2012-2163

LPN026694 – A hearing was held in the matter of Janice Tinsley.

EXECUTIVE SESSION

Shilling moved, Phipps seconded and the Board voted to enter into **Executive Session** in accordance with O.C.G.A. §§ 43-1-2(k); 43-1-19(h), 43-26-5(c) and 43-26-11, to deliberate on evidence provided during the hearing. The motion passed unanimously.

At the conclusion of the Executive Session on Wednesday, July 15, 2015 Rowe declared the meeting to be "open" pursuant to the Open and Public Meeting Act, O.C.G.A. §§ 50-14-1 et seq. No votes were taken during executive session.

Burdeaux moved to deny the renewal and revoke the license for noncompliance with the MPE order. Hooper seconded the motion and it carried unanimously.

HEARING – Jacquelyn Wade – Board Docket 2015-1190

RN188507 – A hearing was held in the matter of Jacquelyn Wade.

Shilling moved to continue the hearing until the September 2015 meeting. Burdeaux seconded the motion and it carried unanimously.

EXECUTIVE SESSION

Barton moved, Phipps seconded and the Board voted to enter into **Executive Session** in accordance with O.C.G.A. §§ 43-1-2(k); 43-1-19(h), 43-26-5(c) and 43-26-11, to deliberate on applications and enforcement matters and to receive information on applications, investigative reports and pending cases. The motion passed unanimously.

At the conclusion of the Executive Session on Wednesday, July 15, 2015 Rowe declared the meeting to be “open” pursuant to the Open and Public Meeting Act, O.C.G.A. §§ 50-14-1 et seq. No votes were taken during executive session.

HEARING – Troy Delyn Brown Gray – Board Docket 2012-1706

RN148260 – A hearing was held in the matter of Troy Gray. The respondent was not present when the case was called and the Board delayed the hearing until 3:58 p.m. The respondent arrived at 4:05 p.m.

EXECUTIVE SESSION

Barton moved, Fletcher seconded and the Board voted to enter into **Executive Session** in accordance with O.C.G.A. §§ 43-1-2(k); 43-1-19(h), 43-26-5(c) and 43-26-11, to deliberate on evidence provided during the hearing. The motion passed unanimously.

At the conclusion of the Executive Session on Wednesday, July 15, 2015 Rowe declared the meeting to be “open” pursuant to the Open and Public Meeting Act, O.C.G.A. §§ 50-14-1 et seq. No votes were taken during executive session.

Floyd moved for an indefinite suspension. Respondent may petition after 24 months of documented continuous sobriety with the last 12 months consisting of monthly drug screens and quarterly hair follicle test. Shilling seconded the motion and it carried with Scott, Barton, Fort and Hooper opposing.

HEARING – Sonya DeJuan Harris-Burns – Board Docket 2011-3722

LPN120003 – A hearing was held in the matter of Sonya DeJuan Harris-Burns .

EXECUTIVE SESSION

Shilling moved, Hooper seconded and the Board voted to enter into Executive Session in accordance with O.C.G.A. §§ 43-1-2(k); 43-1-19(h), 43-26-5(c) and 43-26-11, to deliberate on evidence provided during the hearing. The motion passed unanimously.

At the conclusion of the Executive Session on Wednesday, July 15, 2015 Rowe declared the meeting to be “open” pursuant to the Open and Public Meeting Act, O.C.G.A. §§ 50-14-1 et seq. No votes were taken during executive session.

Scott moved to issue a public consent order to include one (1) year probation, quarterly reports (personal, employer, psychotherapy), a fine of \$500 for violation of previous order and courses in Professional Accountability. Hooper seconded the motion and it carried unanimously.

There being no further business, the meeting adjourned on Wednesday, July 15, 2015 at 6:48 p.m.

THURSDAY, JULY 16, 2015

MEMBERS PRESENT

Brenda Rowe, RN, MN, JD, President
Kellie Lockwood, RN, MSN, Vice President
Nancy Barton, RN, MSN
Ashley Barnett, Consumer
Amy Hooper, LPN
Dellarie Shilling, RN, DNP, FNP-BC
Fredetena (Tina) Fletcher, LPN
Andrea Phipps, LPN
Tammy Burdeaux, RN, BSN, CRNI
Linda Floyd, RN, EdD, PMHNP-BC, CNL
Merry Fort, RN
Rhonda Scott, PhD, RN, NE-BC, NEA-BC

MEMBERS ABSENT

Katherine Mann, RN, CRNA
Ashley Barnett, Consumer

STAFF PRESENT

Jim Cleghorn, Executive Director
Amelia Baker, JD, Assistant Attorney General
Janet Freeman, RN, BSN, Nursing Consultant - Legal/Discipline
Tara Miller, RN, BSN, Nursing Consultant – Legal/Discipline

Rowe called the meeting to order at 8:30 a.m. on Thursday, July 16, 2015. A quorum to conduct disciplinary matters was present.

INTRODUCTION OF NEW BOARD MEMBERS

Rowe introduced Merry Fort and Linda Floyd and invited the members to provide a brief overview of their background and professional experience.

Rowe presented information to the Board regarding the resignation of Kathy Mann and Ashley Barnett. The Board directed Cleghorn to contact the Governor's Office of Executive Appointments to inquire if the Board should submit a list of candidates for the open positions.

INSTITUTE OF MEDICINE – FUTURE OF NURSING REPORT

Scott provided an overview of the Future of Nursing Report developed by the Institute of Medicine. She discussed the following recommendations from the report and recommended that the Board review this information as practice and education decisions were made.

- 1) Remove scope-of-practice barriers. Advanced practice registered nurses should be able to practice to the full extent of their education and training
- 2) Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.
- 3) Implement nurse residency programs.
- 4) Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.
- 5) Double the number of nurses with a doctorate by 2020.
- 6) Ensure that nurses engage in lifelong learning.
- 7) Prepare and enable nurses to lead change to advance health.
- 8) Build an infrastructure for the collection and analysis of interprofessional health care workforce data.

EXECUTIVE SESSION

Barton moved, Scott seconded and the Board voted to enter into **Executive Session** in accordance with O.C.G.A. §§ 43-1-2(k); 43-1-19(h), 43-26-5(c) and 43-26-11, to deliberate on applications and enforcement matters and to receive information on applications, investigative reports and pending cases. The motion passed unanimously.

At the conclusion of the Executive Session on Wednesday, July 15, 2015 Rowe declared the meeting to be "open" pursuant to the Open and Public Meeting Act, O.C.G.A. §§ 50-14-1 et seq. No votes were taken during executive session.

SENATE BUDGET OFFICE

Rowe introduced Natalie Quaranto, Analyst, from the Senate Budget Office. Quaranto provided an overview of her responsibilities with the Senate Budget Office. Board members provided an overview of the Board's 2014-2016 Strategic Plan. Board members explained how the strategic plan led the Board to create a proposal for improvement. The proposal provided a picture of the Board's status at the time, noted the current challenges and provided a vision of the Board's goals. Quaranto explained that she contacted Rowe in May to obtain her perception of the Board's progress.

Board members provided information to Quaranto regarding the new dedicated call center. Rowe noted the previous issues that constituents had encountered with the PLB Call Center. Board members discussed the number of inquiries that were routinely forwarded from the dedicated call center to the Board staff.

Rowe noted that the new call center software provided callers with their queue number in line but did not provide information regarding the anticipated wait time. Rowe discussed the possibility of including a brief survey at the conclusion of the call to guide process improvements.

Board members expressed appreciation for the dedicated call center and noted that the Board was looking forward to seeing improved service to constituents with this new resource.

Rowe provided information regarding the July 13, 2015 meeting with Secretary of State Kemp and the chairpersons of the individual professional licensing boards.

Board members discussed the vacant nursing education consultant position. Quaranto inquired if it was feasible to use multiple part time consultants. Rowe and Cleghorn discussed the challenges encountered by the use of part time consultants. Board members discussed the salary for the education consultant position. Rowe noted that the Board currently had no budgetary input and that if the Board had a designated budget, changes could be implemented as needed to handle situations of this type.

Board members provided information regarding the discipline staff including the two new legal/discipline consultants. A copy of the Board's FY2015 Annual Report was provided to Quaranto and the Board reviewed the rising number of complaints opened by the Board.

Rowe discussed the General Assembly's appropriation for FY2016 which, while not specifically stated, included money for Board of Nursing programs. She noted that the Board currently had no mechanism for accounting for most of the funds. She explained that the Board sent correspondence to Secretary of State Kemp inquiring about the funds and how they were used. Barton expressed support for the Board having budgetary input and oversight. Shilling noted that the current process lacked communication between the Secretary of State's office and the Board. Barton referenced the size of the nursing population in Georgia. Scott noted that, as the largest professional licensing board, it was difficult for the Board not to have any input into the budgetary process. Baker explained that other boards had left the Secretary of State's office and become attached to other agencies in order to have more budgetary input. Scott discussed the negative reputation that the Georgia Board of Nursing has in nursing circles and noted that it was unacceptable.

Fort inquired about the total revenue generated by the Board each year. Rowe explained that the Board had rough information regarding the total licensing fees but had no information regarding the total amount of fines and other revenue sources.

Karen Waters, Georgia Hospital Association discussed difficulties that members of her organization had experienced regarding the investigative and disciplinary process. She provided information regarding the perception that the Board did not act

quickly enough. Waters discussed the frustration of members of her organization regarding the length of time that transpires from the report of a complaint to the resolution by the Board.

Rowe provided information regarding the Board's workload and the time commitment for individual members. Board members discussed the case load and the preparatory hours required for board and committee meetings. Members discussed a desire for the Board to continue to improve its performance but noted numerous challenges that often hamper improvement.

Board members discussed the upcoming continuing competency requirements and how the staff would be impacted. It was noted that discipline staff members would perform the audits and complaints would be generated for noncompliance with the continuing competency requirements. Board members discussed that this would create an increased workload on discipline staff. Board members provided information regarding CE Broker.

Board members inquired how the information from the meeting would be utilized. Quaranto explained that many legislators were not well informed regarding the issues that the Board faced. She expressed support for the Board to continue its dialogue with the Secretary of State's Office as well as members of the Legislature.

Rowe thanked Quaranto for her attendance and expressed appreciation for keeping the lines of communication open between the Board and the Legislature.

ELECTION OF OFFICERS

Phipps moved to elect Brenda Rowe for President. Shilling seconded the motion and it carried unanimously.

Hooper moved to elect Kellie Lockwood for Vice President and Floyd seconded the motion and it carried unanimously.

STRATEGIC PLAN

Barton discussed the Board's 2014-2016 Strategic Plan and requested that time be allotted at the September 2015 meeting for review and updates to the plan. Board members requested that the plan be incorporated into the next annual report.

LISA DURDEN, PROFESSIONAL LICENSING BOARDS DIVISION DIRECTOR

Durden provided board members with an update regarding the July 13, 2015 board chairpersons meeting with Secretary of State Kemp. Durden noted that the agency had obtained additional funding by working with the Legislature and the Governor's Office of Planning and Budget. She provided information to the Board regarding the creation of a new trades section at PLB. She explained that spreading the trades boards over four sections would facilitate better service for all applicants.

Durden provided information to the Board regarding the new dedicated call center for nursing. She noted that approximately 200-250 calls per day had been received for the Board of Nursing. She explained that the average abandonment rate was 9% and the average hold time was 3-5 minutes.

Rowe referenced the Board's May 2015 inquiry regarding the call center and requested an update regarding whether the system could provide callers with an anticipated wait time or a survey at the conclusion of the call. Durden stated that she was unaware of any new capabilities at this time that would support the requested functions. Rowe requested that Durden share with the Call Center Supervisor that the Board was still very interested in receiving feedback from callers regarding the service received.

Rowe discussed the correspondence submitted to the Secretary of State regarding appropriations for nursing from the Legislature. Rowe explained that in her July 13, 2015 conversation with Secretary of State Kemp that he explained that he had not had an opportunity to provide the Board with a response.

Board members inquired about the progress in making the Board's website appear in basic searches for "Georgia Board of Nursing." Durden stated that she had discussed the issue with Secretary of State Kemp and Deputy Secretary of State Flemming and that they were researching the issue and seeking information regarding a solution for the problem. Rowe and stakeholders voiced concerns about the extreme difficulty constituents experienced when searching for the Board's website and the information contained on the site.

EDUCATION REPORT

Southern Crescent Technical College

Southern Crescent Technical College submitted a letter of intent and feasibility study to develop an associate degree in nursing education program. Based on compliance with Board Rule 410-4-.01 the Board granted developmental approval to the program.

Chamberlain College of Nursing

Chamberlain College of Nursing submitted a substantive change proposal for its curriculum. Based on compliance with Board Rule 410-3-.04, the Board approved the substantive change.

Southeastern Technical College

Southeastern Technical College submitted a substantive change proposal for its curriculum. Based on compliance with Board Rule 410-3-.04, the Board approved the substantive change.

North Georgia Technical College

North Georgia Technical College submitted a substantive change proposal for its curriculum. Based on compliance with Board Rule 410-3-.04, the Board approved the substantive change.

RULE ADOPTION HEARING

A hearing was held at 1:30pm regarding the Board's intent to adopt amendments to Rules 410-1 through 410-13. No written comments were submitted and no interested parties requested to speak at the hearing.

Hooper moved to adopt Rule 410-1 as posted. Phipps seconded the motion and it carried unanimously.

RULES CHAPTER 410-1 ADMINISTRATION AND GENERAL REQUIREMENTS

410-1-.01 Organization and Administration of the Board

- (1) The Nurse Practice Act provides that, in order to protect, promote and preserve the public health, safety and welfare, any person practicing or offering to practice as a registered or licensed practical nurse for compensation in Georgia, shall be licensed according to the provisions established by the Georgia Board of Nursing.
- (2) The Nurse Practice Act further creates a Board of Nursing with regulatory authority and dictates the Board's composition and qualifications of members, methods of appointment, and terms of office. The Act specifies Board functions and duties thus providing for the implementation of the Nurse Practice Act through the adoption of rules and regulations.
- (3) All provisions of O.C.G.A. § 43-1-19 (General Provisions Act) are expressly incorporated as regulating registered nurses and licensed practical nurses.
- (4) All rules and regulations pertaining to the administration of the Georgia Board of Nursing shall be administered by the Executive Director through the Division Director, Professional Licensing Boards Division of the Secretary of State.

410-1-.02 Meetings, Officers, and Duties

- (1) The Board shall hold at least four scheduled meetings each year.
- (2) All scheduled meetings of the Board shall be open and public except as provided by statute.
- (3) A majority of thirteen Board members shall constitute a quorum.
- (4) Annually, the Board shall elect from its members a President and a Vice-President.
- (5) The President shall preside at meetings, perform all duties of that office, and appoint Board members to serve on committees as may be created. The Vice-President shall preside in the absence of the President and shall assume the duties of the President when necessary.
- (6) A permanent record shall be kept of all meetings. The minutes shall be in writing and approved or amended by the Board at the next scheduled meeting.
- (7) Meetings of the Board may be conducted according to Robert's Rules of Order, Newly Revised, unless otherwise specified.

410-1-.03 Name and Contact Information Changes

- (1) A licensee shall notify the Board in writing within thirty days of any name change. Changes may be made upon receipt of a written request accompanied by a copy of the marriage certificate, court order or other legal document, verifying legal status.

(2) A licensee shall notify the Board in writing within thirty (30) days of any mailing, physical or email address changes. Address changes should be made by the licensee through the Board's website.

410-1-.04 Fees

(1) All fees for applications for licensure, authorization, renewal and all other fees which may be authorized by law shall be established by the Board periodically. Application fees are non-refundable and an application is not complete unless the required fee has been received by the Board. Fees must be paid in U.S. funds.

(2) Applications for initial licensure, initial authorization, or reinstatement that are approved or authorized within ninety (90) days before a biennial licensure expiration date shall be issued a license or authorization for the next successive licensure period.

(3) Checks returned for insufficient funds will be dealt with according to O.C.G.A. § 16-9-20.

Phipps moved to adopt Rule 410-2 as posted. Fort seconded the motion and it carried unanimously.

RULES CHAPTER 410-2 LICENSURE BY EXAMINATION

410-2-.01 Licensure by Examination – Graduates of Approved Nursing Education Programs (RN)

(1) The Board-recognized licensing examination is the National Council Licensure Examination for Registered Nurses (NCLEX-RN), for which a passing result must be achieved.

(2) An applicant must pass the licensing examination within a three year period from the date of graduation.

(3) An applicant whose period of eligibility has expired must reestablish eligibility as a duly qualified applicant by enrolling in and graduating from an approved nursing education program as defined in O.C.G.A. § 43-26-3(1.2).

(4) Applicants for licensure by examination who have graduated from a Board approved program as defined in O.C.G.A. § 43-26-3(1.2) must submit the following:

(a) A complete application containing data required by the board attesting that all information contained in, or referenced by, the application is complete and accurate and is not false or misleading;

(b) The required application processing fee which is not refundable;

(c) Completed registration as required by the Board to cause the submission of a criminal background check as required by O.C.G.A. § 43-26-7(b)(4);

(d) Official transcripts documenting graduation from an approved nursing education program;

(e) Secure and verifiable documentation of United States citizenship or lawful presence in the United States as required by Georgia law; and

(f) Any additional information requested by the board needed to establish eligibility.

(5) An application is active until the exam is taken or for one year, whichever comes first, after which a new application and fee are required.

(6) An applicant who passes the licensing examination and is under investigation for possible violation of the Nurse Practice Act may not be issued a license until the matter is resolved to the satisfaction of the Board. The license may be denied or sanctioned despite the applicant meeting all other criteria for licensure.

410-2-.02 Licensure by Examination – Graduates of Nontraditional Nursing Education Programs (RN)

(1) The Board-recognized licensing examination is the National Council Licensure Examination for Registered Nurses (NCLEX-RN), for which a passing result must be achieved.

(2) An applicant must pass the licensing examination within a three year period from the date of graduation.

(3) An applicant whose period of eligibility has expired must reestablish eligibility as a duly qualified applicant by enrolling in and graduating from an approved nursing education program as defined in O.C.G.A. § 43-26-3(1.2).

(4) Applicants for licensure by examination who have graduated from a nontraditional nursing education program as defined in O.C.G.A. § 43-26-7(e) must submit the following:

(a) A complete application containing data required by the board attesting that all information contained in, or referenced by, the application is complete and accurate and is not false or misleading;

(b) The required application processing fee which is not refundable;

(c) Completed registration as required by the Board to cause the submission of a criminal background check as required by O.C.G.A. § 43-26-7(b)(4);

(d) Official transcripts documenting graduation from a nontraditional nursing education program;

(e) Secure and verifiable documentation of United States citizenship or lawful presence in the United States as required by Georgia law; and

(f) Any additional information requested by the board needed to establish eligibility.

- (5) Applicants who do not meet the requirements of O.C.G.A. § 43-26-7(b)(2)(B)(ii)(I) must complete a Board approved, post graduate preceptorship as provided in O.C.G.A. §43-26-7(b)(2)(B)(ii)(II) through (V).
- (6) At the discretion of the Board, a temporary permit may be issued to an applicant for the purpose of practicing nursing as a part of a Board approved preceptorship as provided in O.C.G.A. § 43-26-7. The temporary permit shall be effective for a period of six months from the date of issuance and may be renewed only one time for an additional six month period.
- (7) An application is active until the exam is taken or for one year, whichever comes first, after which a new application and fee are required.
- (8) An applicant who passes the licensing examination and is under investigation for possible violation of the Nurse Practice Act may not be issued a license until the matter is resolved to the satisfaction of the Board. The license may be denied or sanctioned despite the applicant meeting all other criteria for licensure.
- (9) For the purposes of this rule, the terms below are defined as follows:
- (a) "Board" means the Georgia Board of Nursing.
 - (b) "Clinical experience" or "clinical practice" means the "hands on" clinical practice of nursing.
 - (c) "Health care facility" means an acute care inpatient facility, a long term acute care facility, an ambulatory surgical center or obstetrical facility as defined in Code Section 31-6-2, and a skilled nursing facility so long as such skilled nursing care facility has 100 beds or more and provides health care to patients with similar health care needs as those patients in a long term care acute care facility.
 - (d) "Preceptorship" means a program of clinical experience or clinical practice approved by the Board and arranged by the applicant in which the applicant gains a stated number of hours of clinical experience or clinical practice in a health care facility as required by Georgia law. Preceptorships shall be under the close supervision of a registered professional nurse where such applicant is transitioned into the role of a registered professional nurse and the applicant performs duties typically performed by registered professional nurses. Except as otherwise provided in O.C.G.A. § 43-26-7(b)(2)(B)(ii)(II), a preceptorship shall be in an acute care inpatient facility or a long-term acute care facility; provided, however, that the board may authorize a preceptorship in other facilities to obtain specialized experience in certain areas. The preceptorship shall have prior approval of the board, and successful completion of the preceptorship shall be documented in writing by the preceptor stating that, in his or her opinion, the applicant has exhibited the critical thinking abilities, clinical skills, and leadership abilities necessary to practice as a beginning registered professional nurse.
 - (e) "Preceptor" means a registered nurse licensed by the Georgia Board of Nursing who:
 1. Has a minimum of eighteen months experience in an acute care practice setting; and
 2. Has no history of disciplinary action with any licensing board.
 - (f) "Nontraditional Nursing Education Program" means a nursing education program that has been approved by the Board and meets all the requirements of O.C.G.A. § 43-26-7(e).
 - (g) "Year" means a minimum of 1800 hours. For example, one year of clinical experience or clinical practice means a minimum of 1800 hours of clinical experience or clinical practice.

410-2-.03 Licensure by Examination – Graduates of International Nursing Education Programs (RN)

- (1) The Board-recognized licensing examination is the National Council Licensure Examination for Registered Nurses (NCLEX-RN), for which a passing result must be achieved.
- (2) An applicant must pass the licensing examination within a three year period from the date of eligibility for graduates of nursing education programs located outside of the United States.
- (3) An applicant whose period of eligibility has expired must reestablish eligibility as a duly qualified applicant by enrolling in and graduating from an approved nursing education program as defined in O.C.G.A. § 43-26-3(1.2).
- (4) Applicants for licensure by examination who have graduated from nursing education programs located outside of the United States must submit the following:
 - (a) A complete application containing data required by the board attesting that all information contained in, or referenced by, the application is complete and accurate and is not false or misleading;
 - (b) The required application processing fee which is not refundable;
 - (c) Completed registration as required by the Board to cause the submission of a criminal background check as required by O.C.G.A. § 43-26-7(b)(4);
 - (d) Verification from the licensing agency of current licensure as a registered nurse in another territory, province, state, district, or country;
 - (e) Transcripts documenting graduation from a registered nursing education program. Transcripts must be in English or accompanied by a certified English language translation directly from the school, another licensing board, or the Commission on Graduates of Foreign Nursing Schools (CGFNS);
 - (f) Credential Evaluation Service Professional Report from the Commission on Graduates of Foreign Nursing Schools (CGFNS) or the equivalent which verifies that the applicant:

1. Has the educational credentials equivalent to graduation from a governmentally accredited/approved, post-secondary general nursing program of at least two academic years in length;
2. Received both theory and clinical education in each of the following: nursing care of the adult which includes both medical and surgical nursing, maternal/infant nursing, nursing care of children, and psychiatric/mental health nursing;
3. Received initial registration/licensure as a registered nurse in the country where the applicant completed general nursing education; and
4. Is currently licensed as a registered nurse.
- (g) Has achieved a minimum score of 550 (paper based), 213 (computer based) or 79 (internet based) on the TOEFL exam, unless a substantial portion of the applicant's nursing program of study, as determined by the Board, was conducted in English.
- (h) Applicants must provide documentation of completion of one of the following options within the four years immediately preceding the date of application:
 1. Verification of five hundred (500) hours of licensed practice as a registered nurse in another jurisdiction during the four years immediately preceding the date of application;
 2. Verification of completion of a Board approved reentry program as provided in Rule 410-4.03.
- (i) Secure and verifiable documentation of United States citizenship or lawful presence in the United States as required by Georgia law; and
- (j) Any additional information requested by the board needed to establish eligibility.
- (5) If curricular deficiencies are identified by the Board, an official transcript which documents passing grades in the courses must be submitted by an approved education program.
- (6) An application is active until the exam is taken or for one year, whichever comes first, after which a new application and fee are required.
- (7) An applicant who passes the licensing examination and is under investigation for possible violation of the Nurse Practice Act may not be issued a license until the matter is resolved to the satisfaction of the Board. The license may be denied or sanctioned despite the applicant meeting all other criteria for licensure.

410-2-.04 Licensure by Reexamination (RN)

- (1) An applicant for licensure by examination who fails the examination must submit the following:
 - (a) A complete application containing data required by the board attesting that all information contained in, or referenced by, the application is complete and accurate and is not false or misleading;
 - (b) The required application processing fee which is not refundable;
 - (c) Completed registration as required by the Board to cause the submission of a criminal background check as required by O.C.G.A. § 43-26-7(b)(4); and
 - (d) Any additional information requested by the board needed to establish eligibility.
- (2) An application is active until the exam is taken or for one year, whichever comes first, after which a new application and fee are required.

410-2-.05 Licensure by Examination (LPN)

- (1) The Board-recognized licensing examination is the National Council Licensure Examination for Practical Nurses (NCLEX-PN), for which a passing result must be achieved.
- (2) An applicant must pass the licensing examination within a three year period from the date of graduation.
- (3) An applicant whose period of eligibility has expired must reestablish eligibility as a duly qualified applicant by enrolling in and graduating from an approved nursing education program as defined in O.C.G.A. § 43-26-32(1.1).
- (4) Applicants for licensure by examination who have graduated from a Board approved program in Georgia as defined in O.C.G.A. § 43-26-32(1.1) must submit the following:
 - (a) A complete application containing data required by the board attesting that all information contained in, or referenced by, the application is complete and accurate and is not false or misleading;
 - (b) The required application processing fee which is not refundable;
 - (c) Completed registration as required by the Board to cause the submission of a criminal background check as required by O.C.G.A. § 43-26-36.1;
 - (d) Official transcripts documenting graduation from an approved nursing education program;
 - (e) Secure and verifiable documentation of United States citizenship or lawful presence in the United States as required by Georgia law; and
 - (f) Any additional information requested by the board needed to establish eligibility.
- (5) Applicants for licensure by examination who have graduated from a Board approved program as defined in O.C.G.A. § 43-26-32(1.1) located outside of Georgia must submit the following:

- (a) A complete application containing data required by the board attesting that all information contained in, or referenced by, the application is complete and accurate and is not false or misleading, and the required application processing fee which is not refundable;
- (b) Completed registration as required by the Board to cause the submission of a criminal background check as required by O.C.G.A. § 43-26-36.1;
- (c) Official transcripts documenting graduation from an approved nursing education program determined by the Board to be comprised of substantially the same course of study as provided in Rule 410-9-.06;
- (d) Secure and verifiable documentation of United States citizenship or lawful presence in the United States as required by Georgia law; and
- (e) Any additional information requested by the board needed to establish eligibility.
- (6) An application is active until the exam is taken or for one year, whichever comes first, after which a new application and fee are required.
- (7) An applicant who passes the licensing examination and is under investigation for possible violation of the Nurse Practice Act may not be issued a license until the matter is resolved to the satisfaction of the Board. The license may be denied or sanctioned despite the applicant meeting all other criteria for licensure.

410-2-.06 Licensure by Examination – Graduates of International Practical Nursing Education Programs (LPN)

- (1) The Board-recognized licensing examination is the National Council Licensure Examination for Practical Nurses (NCLEX-PN), for which a passing result must be achieved.
- (2) An applicant must pass the licensing examination within a three year period from the date of eligibility for graduates of nursing education programs located outside of the United States.
- (3) An applicant whose period of eligibility has expired must reestablish eligibility as a duly qualified applicant by enrolling in and graduating from an approved nursing education program.
- (4) Applicants for licensure by examination who have graduated from nursing education programs located outside of the United States must submit the following:
 - (a) A complete application containing data required by the board attesting that all information contained in, or referenced by, the application is complete and accurate and is not false or misleading;
 - (b) The required application processing fee which is not refundable;
 - (c) Completed registration as required by the Board to cause the submission of a criminal background check as required by O.C.G.A. § 43-26-36.1;
 - (d) Verification from the licensing agency of current licensure as a licensed practical nurse in another territory, province, state, district, or country;
 - (e) Transcripts documenting graduation from a practical nursing education program. Transcripts must be in English or accompanied by a certified English language translation directly from the school, another licensing board, or the Commission on Graduates of Foreign Nursing Schools (CGFNS);
 - (f) Credential Evaluation Service Professional Report from the Commission on Graduates of Foreign Nursing Schools (CGFNS) or the equivalent which verifies that the applicant:
 - 1. Has the educational credentials equivalent to graduation from a governmentally accredited/approved, post-secondary general nursing program of at least one academic year in length;
 - 2. Received both theory and clinical education in each of the following: nursing care of the adult which includes both medical and surgical nursing, maternal/infant nursing, nursing care of children, and psychiatric/mental health nursing;
 - 3. Received initial registration/license as a practical nurse in the country where the applicant completed practical nursing education; and
 - 4. Is currently registered/licensed as a practical nurse.
 - (g) Has achieved a minimum score of 550 (paper based), 213 (computer based) or 79 (internet based) on the TOEFL exam, unless a substantial portion of the applicant's nursing program of study, as determined by the Board, was conducted in English.
 - (h) Applicants must provide documentation of completion of one of the following options within the five years immediately preceding the date of application:
 - 1. Verification of five hundred (500) hours of licensed practice as a practical nurse in another jurisdiction during the four years immediately preceding the date of application;
 - 2. Verification of completion of a Board approved reentry program as provided in Rule 410-4.02.
 - (i) Secure and verifiable documentation of United States citizenship or lawful presence in the United States as required by Georgia law; and
 - (j) Any additional information requested by the board needed to establish eligibility.
- (5) If curricular deficiencies are identified by the Board, an official transcript which documents passing grades in the courses must be submitted by an approved education program.

(6) An application is active until the exam is taken or for one year, whichever comes first, after which a new application and fee are required.

(7) An applicant who passes the licensing examination and is under investigation for possible violation of the Nurse Practice Act may not be issued a license until the matter is resolved to the satisfaction of the Board. The license may be denied or sanctioned despite the applicant meeting all other criteria for licensure.

410-2-.07 Licensure by Reexamination (LPN)

(1) An applicant for licensure by examination who fails the examination must submit the following:

(a) A complete application containing data required by the board attesting that all information contained in, or referenced by, the application is complete and accurate and is not false or misleading;

(b) The required application processing fee which is not refundable;

(c) Completed registration as required by the Board to cause the submission of a criminal background check as required by O.C.G.A. § 43-26-36.1;

(d) Secure and verifiable documentation of United States citizenship or lawful presence in the United States as required by Georgia law; and

(e) Any additional information requested by the board needed to establish eligibility.

(2) An application is active until the exam is taken or for one year, after which a new application and fee are required.

Barton moved to adopt Rule 410-3 as posted. Lockwood seconded the motion and it carried unanimously.

RULES CHAPTER 410-3 LICENSURE BY ENDORSEMENT

410-3-.01 Licensure by Endorsement (RN)

(1) An applicant for licensure by endorsement who is licensed as a registered nurse in another U.S. state, territory or district must submit the following:

(a) A complete application containing data required by the board attesting that all information contained in, or referenced by, the application is complete and accurate and is not false or misleading;

(b) The required application processing fee which is not refundable;

(c) Completed registration as required by the Board to cause the submission of a criminal background check as required by O.C.G.A. § 43-26-7(c)(5);

(d) Official transcripts documenting graduation from an approved nursing education program as defined in O.C.G.A. § 43-26-3(1.2) prior to passing the licensing examination recognized by the Board;

(e) Verification of licensure from the original licensing jurisdiction which documents one of the following:

1. Prior to July 1982—a score of 350 on each of the five parts of the SBTPE;

2. Prior to February 1989—a minimum score of 1600 on the NCLEX-RN

3. February 1989 and after, must have achieved a passing report on the NCLEX-RN;

(f) Verification of current, active licensure in another US state, territory or district;

(g) Documentation of one of the following within four years immediately preceding the date of application:

1. Five hundred (500) hours of licensed practice as a registered nurse as documented on the verification of employment form provided by the Board;

2. Graduation from a nursing education program as defined in O.C.G.A. §§ 43-26-3(1.2) or 43-26-7(e); or

3. Completion of a Board approved reentry program as defined in Rule 410-4-.03.

(h) Secure and verifiable documentation of United States citizenship or lawful presence in the United States as required by Georgia law; and

(i) Any additional information requested by the board needed to establish eligibility.

(2) An application is active for one year after which a new application and fee are required.

(3) An applicant who is under investigation for possible violation of the Nurse Practice Act may not be issued a license until the matter is resolved to the satisfaction of the Board. The license may be denied or sanctioned despite the applicant meeting all other criteria for licensure.

410-3-.02 Licensure by Endorsement (LPN)

(1) An applicant for licensure by endorsement who is licensed as a licensed practical nurse in another U.S. state, territory or district must submit the following:

(a) A complete application containing data required by the board attesting that all information contained in, or referenced by, the application is complete and accurate and is not false or misleading;

(b) The required application processing fee which is not refundable;

- (c) Completed registration as required by the Board to cause the submission of a criminal background check as required by O.C.G.A. § 43-26-36.1;
 - (d) Official transcripts documenting graduation from an approved nursing education program as defined in O.C.G.A. § 43-26-32(1.1) prior to passing the licensing examination recognized by the Board;
 - (e) Verification of licensure from the original licensing jurisdiction which documents one of the following:
 - 1. Prior to July 1982—a score of 350 on the SBTPE;
 - 2. Beginning October 1982 to September 1988—a minimum score of 350 on the NCLEX-PN
 - 3. October 1988 and after, must have achieved a passing report on the NCLEX-PN;
 - (f) Verification of current, active licensure in another NCLEX jurisdiction;
 - (g) Documentation of one of the following within four years immediately preceding the date of application:
 - 1. Five hundred (500) hours of licensed practice as a licensed practical nurse as documented on the verification of employment form provided by the Board;
 - 2. Completion of a Board approved reentry program as defined in Rule 410-4-.04.
 - (h) Secure and verifiable documentation of United States citizenship or lawful presence in the United States as required by Georgia law; and
 - (i) Any additional information requested by the board needed to establish eligibility.
- (2) An application is active for one year after which a new application and fee are required.
- (3) An applicant who is under investigation for possible violation of the Nurse Practice Act may not be issued a license until the matter is resolved to the satisfaction of the Board. The license may be denied or sanctioned despite the applicant meeting all other criteria for licensure.

Lockwood moved to adopt Rule 410-4 as posted. Fletcher seconded the motion and it carried unanimously.

RULES CHAPTER 410-4 LICENSURE BY REINSTATEMENT

410-4-.01 Licensure by Reinstatement (RN)

- (1) An applicant for licensure by reinstatement who was previously licensed as a registered nurse in the state of Georgia must submit the following:
 - (a) A complete application containing data required by the Board attesting that all information contained in, or referenced by, the application is complete and accurate and is not false or misleading;
 - (b) The required application processing fee which is not refundable;
 - (c) Completed registration as required by the Board to cause the submission of a criminal background check as required by O.C.G.A. § 43-26-7(d)(3);
 - (d) Documentation of one of the following within four years immediately preceding the date of application:
 - 1. Five hundred (500) hours of licensed practice as a registered nurse as documented on the verification of employment form provided by the Board and, effective February 1, 2016, documentation of completion of one of the five competency requirements as set forth in O.C.G.A. § 43-26-9 within two years preceding the date of application for reinstatement;
 - 2. Graduation from a nursing education program as defined in O.C.G.A. § 43-26-3(1.2); or
 - 3. Completion of a Board approved reentry program as defined in Rule 410-4-03.
 - (e) Secure and verifiable documentation of United States citizenship or lawful presence in the United States as required by Georgia law; and
 - (f) Any additional information requested by the Board needed to establish eligibility.
- (2) Reinstatement of the license is within the discretion of the Board.
- (3) The Board may require the passage of an examination or other competency assessments. The Board, in its discretion, may impose any remedial requirements deemed necessary.
- (4) The Board may deny reinstatement for failure to demonstrate current knowledge, skill and proficiency in the practice of nursing or being mentally or physically unable to practice nursing with reasonable skill and safety or for any ground set forth in O.C.G.A. § 43-26-11.
- (5) The denial of reinstatement is not a contested case within the meaning of Chapter 13 of Title 50, but the applicant shall be entitled to an appearance before the Board.
- (6) An application is active for one year after which a new application and fee are required.
- (7) An applicant who is under investigation for possible violation of the Nurse Practice Act may not be issued a license until the matter is resolved to the satisfaction of the Board. The license may be denied or sanctioned despite the applicant meeting all other criteria for licensure.

410-4-.02 Licensure by Reinstatement (LPN)

(1) An applicant for licensure by reinstatement who was previously licensed as a practical nurse in the state of Georgia must submit the following:

- (a) A complete application containing data required by the Board attesting that all information contained in, or referenced by, the application is complete and accurate and is not false or misleading;
 - (b) The required application processing fee which is not refundable;
 - (c) Completed registration as required by the Board to cause the submission of a criminal background check as required by O.C.G.A. § 43-26-36.1;
 - (d) Documentation of one of the following within four years immediately preceding the date of application:
 - 1. Five hundred (500) hours of licensed practice as a practical nurse as documented on the verification of employment form provided by the Board;
 - 2. Graduation from a nursing education program as defined in O.C.G.A. § 43-26-32(1.1); or
 - 3. Completion of a Board approved reentry program as defined in Rule 410-4-.04.
 - (e) Secure and verifiable documentation of United States citizenship or lawful presence in the United States as required by Georgia law; and
 - (f) Any additional information requested by the board needed to establish eligibility.
- (2) Reinstatement of the license is within the discretion of the Board.
- (3) The Board may require the passage of an examination or other competency assessments. The Board, in its discretion, may impose any remedial requirements deemed necessary.
- (4) The Board may deny reinstatement for failure to demonstrate current knowledge, skill and proficiency in the practice of nursing or being mentally or physically unable to practice nursing with reasonable skill and safety or for any ground set forth in O.C.G.A. § 43-26-40.
- (5) The denial of reinstatement is not a contested case within the meaning of Chapter 13 of Title 50, but the applicant shall be entitled to an appearance before the Board.
- (6) An application is active for one year after which a new application and fee are required.
- (7) An applicant who is under investigation for possible violation of the Nurse Practice Act may not be issued a license until the matter is resolved to the satisfaction of the Board. The license may be denied or sanctioned despite the applicant meeting all other criteria for licensure.

410-4-.03 Reentry (RN)

- (1) An applicant for licensure by endorsement or reinstatement that has not provided documentation of at least five hundred (500) hours of licensed practice as a registered nurse or graduation from an approved nursing education program as defined in O.C.G.A. § 43-26-3(1.2) must complete a Board approved reentry program prior to licensure.
- (2) A Board approved reentry program is comprised of forty (40) contact hours of didactic study and one hundred and sixty (160) hours of clinical study.
- (a) Didactic study courses must be selected from Board approved continuing competency providers and must include the following areas of study:
- 1. Physician Orders
 - 2. Medication Administration
 - 3. Intravenous (IV) Therapy
 - 4. Respiratory Care
 - 5. Physical Assessment
 - 6. Documentation
- (b) Clinical study must include the following areas of practice:
- 1. Functions of the registered nurse as defined in O.C.G.A. §43-26-3(6) and (8);
 - 2. Instruction in and opportunities to demonstrate ability to safely practice nursing and knowledge in caring for clients;
- (c) Review of the Georgia Nurse Practice Act and Board rules;
- (d) Evidence of current health care provider cardio pulmonary resuscitation (CPR) certification;
- (3) A reentry plan must contain the following information:
- (a) Outline for the completion of the didactic and clinical components of the plan which contains the following:
- 1. Course objectives, content outline and time allocation;
 - 2. Didactic and clinical learning experiences including teaching methodologies;
 - 3. Plan for evaluation of competencies and ability to practice nursing with reasonable skill and safety.
 - 4. List of all instructors or preceptors and their functions and teaching roles;
 - 5. Projected schedule for the clinical component; and

6. Evidence of clinical resources which documents support and availability for required experiences.
- (4) Reentry programs may be conducted at a post-secondary educational institution, a health care facility or other agency.
- (5) A reentry program must be coordinated by a registered nurse licensed in good standing with the Georgia Board of Nursing who has had at least two (2) years experience in direct patient nursing practice as a registered nurse or other licensed practitioner as approved by the Board.
- (6) A reentry program must be approved by the Board and a temporary permit issued to the applicant prior to the start of the clinical component.
- (7) A reentry program must be completed within six months after approval by the Board.

410-4-.04 Reentry (APRN)

- (1) An applicant for initial authorization or reinstatement that has not provided documentation of at least five hundred (500) hours of licensed practice as an advanced practice registered nurse in the area of practice for which an application was submitted or graduation from an approved nursing education program as defined in O.C.G.A. § 43-26-3(1.2) must complete a Board approved reentry program before obtaining authorization.
- (2) A Board approved reentry program is comprised of forty (40) hours of didactic study and one hundred and sixty (160) hours of clinical study. Course objectives must be stated which show the relationship between theory and practice and indicate behaviors consistent with the ability to practice as an advanced practice registered nurse with reasonable skill and safety. The Board may waive the forty (40) hours of didactic study if the applicant has passed a Board approved certification exam within the four years preceding the date of application.
- (3) Reentry programs may be conducted at a post-secondary educational institution, a health care facility or other agency.
- (4) A reentry program must be coordinated by an advanced practice registered nurse licensed and authorized in good standing with the Georgia Board of Nursing, practicing in the population of the reentry candidate's certification, and who has had at least two (2) years experience in direct patient nursing practice as an advanced practice registered nurse or other licensed practitioner as approved by the Board.
- (5) A reentry program must be approved and a temporary permit must be issued prior to the applicant prior to the start of the clinical component.
- (6) A reentry program must be completed within six months of after approval by the Board.
- (7) A reentry program shall incorporate the following:
 - (a) Common medical-surgical conditions and management of common nursing problems associated with these conditions, including mental health principles associated with management of nursing problems;
 - (b) Functions of the advanced practice registered nurse as defined in Chapter 410-11;
 - (c) Instruction in and opportunities to demonstrate ability to safely practice nursing and knowledge in caring for clients with common medical-surgical problems;
 - (d) Review of the Georgia Nurse Practice Act and Board Rules;
 - (e) Outline for the completion of the didactic and clinical components of the plan which contains the following:
 1. Course objectives, content outline and time allocation;
 2. Didactic and clinical learning experiences including teaching methodologies; and
 3. Plan for evaluation of student competencies and ability to practice nursing with reasonable skill and safety.
 4. List of all instructors or preceptors and their functions and teaching roles; and
 5. Projected schedule for the clinical component.
 - (f) Evidence of current health care provider cardio pulmonary resuscitation (CPR) certification; and
 - (g) Evidence of clinical resources which documents support and availability for required experiences.

410-4-.05 Reentry (LPN)

- (1) An applicant for licensure by endorsement or reinstatement that has not provided documentation of at least five hundred (500) hours of licensed practice as a licensed practical nurse or graduation from an approved nursing education program as defined in O.C.G.A. § 43-26-32(1.1) must complete a Board approved reentry program prior to licensure.
- (2) A Board approved reentry program is comprised of forty (40) hours of didactic study and one hundred and sixty (160) hours of clinical study. Course objectives must be stated which show the relationship between theory and practice and indicate behaviors consistent with the ability to practice nursing with reasonable skill and safety.
- (3) Reentry programs may be conducted at a post-secondary educational institution, a health care facility or other agency.
- (4) A reentry program must be coordinated by a registered nurse licensed in good standing with the Georgia Board of Nursing who has had at least two (2) years experience in direct patient nursing practice as a registered nurse.
- (5) A reentry program must be approved and a temporary permit must be issued prior to the applicant prior to the start of the clinical component.
- (6) A reentry program must be completed within six months of after approval by the Board.

(7) A reentry program shall incorporate the following:

- (a) Common medical-surgical conditions and management of common nursing problems associated with these conditions, including mental health principles associated with management of nursing problems;
- (b) Functions of the licensed practical nurse as defined in O.C.G.A. § 43-26-32(1) and (7);
- (c) Instruction in and opportunities to demonstrate ability to safely practice nursing and knowledge in caring for clients with common medical-surgical problems;
- (d) Review of the Georgia Nurse Practice Act and Board rules;
- (e) Outline for the completion of the didactic and clinical components of the plan which contains the following:
 - 1. Course objectives, content outline and time allocation;
 - 2. Didactic and clinical learning experiences including teaching methodologies; and
 - 3. Plan for evaluation of student competencies and ability to practice nursing with reasonable skill and safety.
 - 4. List of all instructors or preceptors and their functions and teaching roles; and
 - 5. Projected schedule for the clinical component.
- (f) Evidence of current health care provider cardio pulmonary resuscitation (CPR) certification; and
- (g) Evidence of clinical resources which documents support and availability for required experiences.

Shilling moved to adopt Rule 410-5 as posted. Phipps seconded the motion and it carried unanimously.

RULES CHAPTER 410-5 LICENSE RENEWAL

410-5-.01 Licensure Renewal (RN)

- (1) Licenses shall expire on January 31 of even or odd years according to Joint Secretary, Professional Licensing Boards Rules 295-2-.05 and 295-2-.12.
- (2) Licensees must submit a complete renewal application and the required fee on or before the posted deadline.
- (3) Licensees may submit a late renewal application during the one month period immediately following the license expiration date. The late renewal period ends on the last day of February. A registered nurse may not practice nursing after the expiration date of his or her license.
- (4) Licensees are not permitted to practice as a registered professional nurse without evidence of current, active licensure. The Georgia Board of Nursing's website shall be considered the primary source of verification for licensed individuals. Practicing as a registered nurse without a license is considered a misdemeanor and is prohibited by Georgia law.
- (5) Licenses not renewed by the posted deadline shall be lapsed and may be reinstated at the discretion of the Board.

410-5-.02 Licensure Renewal (LPN)

- (1) Licenses shall expire on March 31 of odd years according to Joint Secretary, Professional Licensing Boards Rule 295-2-.13.
- (2) Licensees must submit a complete renewal application and the required fee on or before the posted deadline.
- (3) Licensees may submit a late renewal application during the one month period immediately following the license expiration date. The late renewal period ends on April 30. A licensed practical nurse may not practice nursing after the expiration date of his or her license.
- (4) Licensees are not permitted to practice as a licensed practical nurse without evidence of current, active licensure. The Georgia Board of Nursing's website shall be considered the primary source of verification for licensed individuals. Practicing as a licensed practical nurse without a license is considered a misdemeanor and is prohibited by Georgia law.
- (5) Licenses not renewed by the posted deadline shall be lapsed and may be reinstated at the discretion of the Board.

Fort moved to adopt Rule 410-6 as posted. Floyd seconded the motion and it carried unanimously.

RULES CHAPTER 410-6 INACTIVE STATUS

410-6-.01 Inactive Licensure Status (RN)

- (1) A currently licensed registered professional nurse who wishes to maintain his or her license but who does not wish to practice nursing in this State may apply for inactive licensure status by submitting an application for inactive status and paying the required fee. A licensee granted inactive status is exempt from filing a biennial license renewal application and paying a license renewal fee. A licensee who holds an inactive license shall not practice as a registered professional nurse.
- (2) An inactive license may be changed to active status by filing an application for reinstatement with the Board, complying with reinstatement requirements as defined in Board Rule 410-4-.01, and paying a reinstatement fee, as determined by the Board. The Board may require the applicant to demonstrate to the satisfaction of the Board that he or she has maintained current knowledge, skill

and proficiency in the practice of nursing and that he or she is mentally and physically able to practice nursing with reasonable skill and safety.

410-6-.02 Inactive Licensure Status (LPN)

(1) A currently licensed practical nurse who wishes to maintain his or her license but who does not wish to practice nursing in this State may apply for inactive licensure status by submitting an application for inactive status and paying the required fee. A licensee granted inactive status is exempt from filing a biennial license renewal application and paying a license renewal fee. A licensee who holds an inactive license shall not practice as a licensed practical nurse.

(2) An inactive license may be changed to active status by filing an application for reinstatement with the Board, complying with reinstatement requirements as defined in Board Rule 410-4-.02, and paying a reinstatement fee, as determined by the Board. The Board may require the applicant to demonstrate to the satisfaction of the Board that he or she has maintained current knowledge, skill and proficiency in the practice of nursing and that he or she is mentally and physically able to practice nursing with reasonable skill and safety.

Shilling moved to adopt Rule 410-7 as posted. Phips seconded the motion and it carried unanimously.

RULES CHAPTER 410-7 UNLICENSED PRACTICE

410-7-.01 Unlicensed Practice

An applicant for licensure who has practiced as a licensed practical nurse or registered professional nurse in the State of Georgia while not holding an active license issued by the Board shall be subject to disciplinary action by the Board which may include:

- (a) A private or public reprimand;
- (b) A fine of \$50.00 per month for up to six months of unlicensed practice;
- (c) A fine of \$75.00 per month for each additional month up to one year;
- (d) A fine amount determined at the Board's discretion for unlicensed practice greater than one year.

Fletcher moved to adopt Rule 410-8 as posted. Hooper seconded the motion and it carried unanimously.

RULES CHAPTER 410-8 REGISTERED NURSING EDUCATION PROGRAMS

410-8-.01 General Requirements

(1) Rules for nursing education programs shall provide reasonable and uniform standards within which flexibility and creativity, based upon prevailing educational principles, are possible.

(2) A parent institution is defined as an educational institution that is part of the University System of Georgia, the Technical College System of Georgia or a nonprofit postsecondary institution. The board reserves the right to approve any parent institution outside of these categories.

(3) The course of study for initial licensure may be offered through an approved combination of on site, distance learning, or online teaching/learning strategies. Neither class nor clinical learning activities may be offered exclusively through electronic modalities. The majority of learning activities in practice settings must be taught by nursing faculty members according to Rules 410-8-.05 and 410-8-.06.

(4) A parent institution shall grant degrees and maintain the locus of control and fiscal responsibility for the planning, implementation, teaching, and evaluation of the nursing education program.

(5) Faculty and students in a nursing education program shall enable a curriculum that educates graduates to become eligible for licensure by examination as registered nurses or to provide educational mobility for registered nurses.

(6) Nursing education programs that provide educational mobility solely for registered nurses pursuing baccalaureate degrees in nursing have the option of seeking and maintaining Full Approval. If the parent institution subsequently develops and implements a prelicensure baccalaureate program, in which a registered nurse track is an option, the existing RN-BSN program will cease to exist as a single entity. Board approval will apply to one baccalaureate program according to Rule 410-8-.02.

(7) If approval for an RN-BSN Program, as a single entity, is not granted at the inception of the program and is sought at a later date, the program shall be required to comply with the rules for the development and implementation of a new program in order to be considered for Board approval.

(8) Board representatives shall conduct scheduled site visits to nursing education programs on a regular basis every four (4) years. At its discretion, the Board may schedule site visits more frequently. A nursing education program may request a site visit.

(9) Representatives of the parent institution and/or the nursing education program shall be notified of any Board meeting at which action is to be taken relative to the program and shall be sent documentation of the action(s) in writing.

(10) Representatives of the parent institution and/or the nursing education program may appeal any board action within 90 days of written notification.

(11) To be approved as first-time writers of the licensing examination, applicants must have graduated from a nursing education program with Initial, Full or Conditional Approval at the time of graduation.

410-8-.02 Nursing Education Program Approval

(1) Developing Programs.

(a) The Board may grant Developmental Approval to a proposed nursing education program when compliance with Rules 410-8-.12 paragraphs (1) through (3) has been documented.

(b) The Board may grant Initial Approval to a nursing education program with Developmental Approval when compliance with Rule 410-8-.12(4) has been documented. Initial Approval is required prior to the enrollment of at least twenty (20) students in the first nursing courses.

(c) The Board may continue Initial Approval prior to the graduation of the first class when review of materials specified in Rule 410-8-.12(3)(c), the most recent annual report, and most recent site visit report, and program responses to it document compliance with the rules.

(d) The Board may grant Full Approval to a nursing education program with Initial Approval when review of the most recent annual report, the most recent site visit report, and program responses to it document compliance with the rules. At least eighty (80) percent of all graduates must pass the licensing examination as first-time writers within one (1) calendar year of the graduation date. For single entity RN-BSN programs seeking Full Approval, transcripts of the first graduates must be submitted to the Board in addition to any other requested documents.

(e) If the program is not eligible for Full Approval after graduation of the first class, Conditional Approval may be imposed according to Rule 410-8-.02(3).

(2) Established Programs.

(a) The Board may continue the Full Approval of a nursing education program for any period up to four (4) years. Approval is based upon documentation of compliance with rules relating to annual reports, the most recent site visit report and program responses to it, and a passing percentage of at least eighty (80) percent of all first-time writers on the licensing examination over the four (4) most recent calendar years.

(b) A nursing education program, with Full Approval, must submit a written assessment and plan of action for review by the Board if the passing percentage of all first-time writers on the licensing examination is less than eighty (80) percent in a calendar year.

(c) A nursing education program, with Full Approval, must submit a written evaluation of the plan of action for review by the Board if the passing percentage of all first-time writers on the licensing examination is less than eighty (80) percent for a second consecutive calendar year. A site visit by Board representatives will be scheduled.

(3) Conditional Approval.

At any point during the initial approval period for developing programs or within the four-year approval cycle for established programs, the Board may impose Conditional Approval on a nursing education program for reasons, including but not limited to, the following conditions: review of any annual report reveals noncompliance with the rules; review(s) of the most recent site visit report(s) and program response(s) to it reveal continued, documented noncompliance with the rules; and/or the passing percentage of first-time writers on the licensing examination was less than eighty (80) percent for two (2) consecutive calendar years and/or the four-year average was less than eighty (80) percent.

(4) Granting of Full Approval for a Nursing Education Program on Conditional Approval.

(a) The granting of Full Approval will require documentation of outcome measures, including but not limited to NCLEX-RN results, on an annual basis until compliance with conditions identified in Rule 410-8-.02(3) is documented.

(b) The granting of Full Approval may be for any period of time up to four (4) years as determined by the board. If Conditional Approval has been imposed for noncompliance with the identified four-year passing percentage on the licensing examination, the Board at its discretion may grant Full Approval for one (1) year. The one (1) year approval is based upon the program having documented evidence of at least two (2) consecutive years of a passing percentage of at least eighty (80) percent of its first-time writers in each calendar year even though the four-year average is not eighty (80) percent.

(5) Withdrawal of Approval.

The Board may withdraw the approval of a nursing education program on Conditional Approval when continued, documented noncompliance with the rules fails to be corrected within a time period specified by the Board. In order for students, who are currently enrolled in at least one nursing course when approval is withdrawn, to be eligible for licensure upon graduation, the nursing education program must submit a written plan for their completion of the program or for their transfer to another approved nursing education program. Prior to the actual date of withdrawal of approval, the nursing program will continue to have time-limited Conditional Approval so that students will be identified as having graduated from an approved program and be eligible for licensure by examination.

(6) Reinstatement of Withdrawn Approval.

- (a) Representatives of the parent institution and/or the nursing education program may appeal in writing to the Board for reconsideration of withdrawn approval within ninety (90) days of written notification.
- (b) Upon written request, representatives of the parent institution and/or the nursing education program may appear before the Board to review its findings regarding program deficiencies and/or the adequacy of the program's plan of action.
- (c) After documentation of compliance with rules, as determined by the Board, a nursing education program may petition the Board in writing for reinstatement of approval status and permission to enroll students.
- (d) If approval is not reinstated, the parent institution must comply with all rules for the development and implementation of a new nursing education program.
- (7) Reconstitution of a Nursing Education Program.
 - (a) If a program, which has had its approval withdrawn, decides to develop and implement a reconstituted (new) nursing education program, it must document compliance with Rule 410-8-.12. At its discretion, the Board may not require the fee for new programs and the feasibility study if Conditional Approval has previously been imposed on the program.
 - (b) The average passing percentage of the first class must be at least eighty (80) percent. If compliance with this rule is not documented, approval will be withdrawn.

410-8-.03 Organization and Administration

- (1) The nursing education program must be an integral part of a parent institution accredited by the Commission on Colleges of the Southern Association of Colleges and Schools.
- (2) The relationship of the nursing unit as a program, department, division, school, or college to the parent institution must be delineated on a current organizational chart in accordance with the structural or functional plan of the parent institution.
- (3) The nurse administrator shall assume authority and responsibility for the administration, planning, implementation, and evaluation of the nursing education program. This will include oversight of and budgeting for the program, selection and evaluation of qualified faculty, and evaluation of program outcomes. A percentage of time for, and description of, administrative responsibilities and must be identified. The Board must be notified within 30 days of a change in the nurse administrator.
- (4) The minimum length of a nursing education program shall be six (6) academic quarters or four (4) academic semesters, each of which shall include nursing courses with learning activities in classes, simulated settings, and practice settings.
- (5) If a nursing education program has an accelerated option for students who have earned a baccalaureate or higher degree in another discipline, the minimum length of study as identified in Rule 410-8-.03(4) may be shortened. The course of study must be comparable to that required for prelicensure students graduating from the same nursing education program.
- (6) Adequate financial resources shall be provided for the effective operation of the nursing education program and the professional development of faculty.
- (7) A faculty/student ratio of at least one (1) full-time nursing faculty member for each twenty (20) students enrolled in the nursing education program (including audited courses) shall be maintained.
- (8) The nursing education program shall have a plan for continuous quality assessment and improvement which includes, but is not limited to: organization and administration; curriculum; faculty; students; performance of students and graduates; and educational facilities and resources.
- (9) Implementation of the plan for continuous quality assessment and improvement, findings, and relevant actions and/or decisions shall be documented.
- (10) All information, course materials, and documentation pertaining to the nursing education program shall be accurate and current.

410-8-.04 Curriculum

- (1) The nursing education program shall be consistent with the mission/purpose, outcomes, and policies of the parent institution and the established and emerging standards of nursing education and practice.
- (2) Faculty shall develop the curriculum so that the philosophy/assumptions, outcomes, written plan for its organization and development, teaching/learning strategies, assessment of outcomes and policies are internally consistent.
- (3) The curriculum shall be inclusive of courses in humanities, natural sciences, social sciences and nursing which are offered in a logical and supportive sequence appropriate for collegiate study. Courses in the natural sciences must have class and laboratory components.
- (4) The curriculum must be balanced in terms of semesters/quarters, contact hours, and student workload.
- (5) The curriculum must be inclusive of learning activities in class, simulated settings, and practice settings, in reality-based situations, incorporating caring and the promotion, maintenance, and restoration of health or end-of-life care with people of all age groups who have commonly occurring acute and long-term physical and mental health problems, illnesses, and experiences.
- (6) Practice-based learning activities shall occur in diverse settings representative of the continuum of health care and with opportunities for students to engage in learning activities that enable the goals of the curriculum.
- (7) The curriculum shall be inclusive of current and emerging issues in nursing, health care, and society.

- (8) Teaching/learning strategies, activities, and interactions must include opportunities for praxis, reflection, critical thinking, problem-solving, and decision-making.
- (9) Teaching/learning strategies, activities, and interactions must facilitate the transition to professional practice by incorporating concepts, including but not limited to: accountability; the provision and coordination of care; advocacy; and collaboration.
- (10) In a baccalaureate program, learning activities in research, community health nursing, and management/leadership shall be included.
- (11) Various strategies shall be used in the assessment and evaluation of student outcomes.
- (12) Students enrolled in a nursing education program leading to initial licensure may participate in cooperative internship experiences or programs. Academic credit may be awarded provided that the relationship between the academic and employment aspects of the course is clearly delineated consistent with Rules 410-8-.04; 410-8-.05(10); 410-8-.05(11); 410-8-.06(2), 410-8-.07(5) and 410-8-.08.

410-8-.05 Faculty

- (1) A nursing faculty member includes any registered nurse, appointed by the parent institution, regardless of the institutional designation, who is engaged in teaching/evaluation in classes, simulated settings, and practice settings.
- (2) The nurse administrator and nurse faculty members of any nursing education program must be currently licensed as registered nurses in Georgia and authorized as advanced practice nurses (if applicable) from the initial date of appointment.
- (3) Faculty who are assigned to practice settings in another state or country shall comply with the relevant nurse practice act in that jurisdiction.
- (4) The nurse administrator, who is appointed with the authority and responsibility for the development, administration, and evaluation of the nursing program(s) within the nursing unit, must have at least one (1) earned graduate degree in nursing and at least three (3) years of teaching experience in a nursing education program leading to initial registered nurse licensure or completion of a higher degree in nursing.
- (5) Any registered nurse, appointed by the parent institution, who is engaged in teaching/evaluation in classes, simulated settings and practice settings, must hold at least a baccalaureate or higher degree in nursing.
- (6) For any given academic term, the nursing education program must be able to provide evidence that at least the majority of faculty members are full time and that at least three-fourths of individual full-time and part-time faculty members hold one (1) or more earned graduate degrees in nursing.
- (7) A full-time faculty member with only a baccalaureate degree in nursing must be able to provide documentation of progress toward an earned graduate degree in nursing, have experience in the area of responsibility, and be directed by a faculty member with at least one (1) earned graduate degree in nursing.
- (8) Faculty members shall have the graduate nursing education, expertise, and professional development necessary to enable the goals/outcomes of the curriculum.
- (9) For any course with a nursing title and number, a qualified registered nurse faculty member must be the coordinator.
- (10) Faculty members must be available to direct, coach, mentor, and critique students engaged in learning activities in classes, simulated settings, and practice settings.
- (11) A faculty/student ratio of at least one (1) registered nurse faculty member for no more than ten (10) students engaged in actual, interactive learning activities in practice settings must be maintained to provide for the safety of patients/clients, students, and faculty members.
- (12) Faculty members shall participate in and document the development, implementation, and evaluation of the nursing education program.
- (13) Policies in effect for nursing faculty, including workload, shall be consistent with those in effect for all faculty appointed by the parent institution.
- (14) The process of selection, approval, and role development, and delineation of responsibilities of full-time and part-time faculty members shall be documented.
- (15) Out of state nursing education programs that have faculty and students engaged in learning activities in Georgia practice settings must comply with the Georgia Registered Professional Nurse Practice Act.
- (16) An international nursing educator, who is not licensed as a registered professional nurse in Georgia and who is participating as an exchange visitor in a nursing education program, may direct, coach, mentor, and critique students engaged in learning activities in classes and simulated settings under the following conditions:
 - (a) Responsibility for any course, in which the international nursing educator participates, must be assumed by a faculty member appointed by the parent institution;
 - (b) Monetary compensation to the international nursing educator must not be provided by the parent institution;
 - (c) Until licensure by examination has been granted, the international nursing educator must not be involved in actual, interactive learning activities with students and patients/clients in practice settings; and
 - (d) In advance of the exchange period, the Board of Nursing must be notified of the academic and regulatory credentials of the international nursing educator for a one-time period not to exceed all or part of a quarter or semester.

410-8-.06 Learning Activities with Preceptors

- (1) Learning activities with preceptors may be included in a curriculum on a limited basis.
- (2) The student shall be enrolled in the course in which the learning activities with preceptors occur and shall not be compensated by the practice setting during this time.
- (3) The process of selection, approval, and role development of preceptors shall be documented.
- (4) The preceptor shall be currently licensed as a registered nurse and authorized as an advanced practice nurse (if applicable) according to the Georgia Registered Professional Nurse Practice Act or the statute in the state/country in which the practice setting is located.
- (5) The preceptor for a registered nurse student may be a non-nurse provided that the designated faculty member serves as the co-preceptor.
- (6) The preceptor shall be educated at preferably the same or higher level as the student and have at least one year of work experience in the practice setting in which the learning activity occurs.
- (7) The preceptor shall have the education and/or expertise to enable the learning goals of the student.
- (8) The preceptor shall be selected collaboratively by the designated faculty member and the registered nurse responsible for nursing care in the practice setting.
- (9) The preceptor shall interact with no more than two (2) students at any given time.
- (10) Each student and preceptor shall have a readily available, designated faculty member who is responsible for the learning activities in compliance with Rules 410-8-.04 and 410-8-.05(10), (11).
- (11) The designated faculty member shall meet with students and preceptors prior to and throughout the learning activities to clarify roles, learning goals, and the assessments of outcomes.

410-8-.07 Students

- (1) Policies for nursing students shall be comparable to those for all students enrolled in the parent institution except in such instances where the nature of the nursing major may require variance. Students must be high school graduates or have documented equivalent education.
- (2) Current, accurate, consistent, written information, including but not limited to, the course of study, admissions, options for advanced placement, acceleration, part-time study, articulation, progression, graduation, health requirements, the potential for criminal background checks and expanded medical profiles, and appeals shall be published.
- (3) Students shall have opportunities to evaluate learning activities, full-time and part-time faculty members, preceptors, educational resources, and practice settings.
- (4) Any registered nurse, who is a student in a baccalaureate or higher degree nursing program, must be currently licensed according to the Georgia Registered Professional Nurse Practice Act in order to engage in any actual, interactive learning activities with patients/clients.
- (5) An applicant who has graduated from an international nursing education program and is required by the board to satisfy a curricular deficiency in an approved nursing education program in order to establish eligibility for licensure by examination must be considered as an unlicensed student.
- (6) Any registered nurse, who is a student with learning activities in practice settings in another state or country, shall comply with the relevant nurse practice act.
- (7) The process for verifying the current license or certificate of any student who holds a health-related license or certificate must be documented.

410-8-.08 Employment of Unlicensed Students and/or Graduates Prior to Licensure

- (1) Unlicensed students, in conjunction with faculty members and/or preceptors, are exempt from licensure during the practice of nursing that is an integral part of a curriculum in a nursing education program.
- (2) Students, who are not otherwise licensed or certified, shall be employed only as unlicensed nursing personnel. They shall not represent themselves as nursing students nor assume responsibilities within the scope of practice of a registered nurse.
- (3) Graduates, who are not otherwise licensed or certified, shall be employed only as unlicensed personnel prior to licensure. They shall not assume responsibilities within the scope of practice of a registered nurse.
- (4) The registered nurse supervising employed unlicensed students and/or graduates prior to licensure is referred to Rules 410-8-.08(2) and 410-8-.08(3) regarding job responsibilities.

410-8-.09 Performance of Graduates

- (1) Acceptable performance on the licensing examination for each nursing education program shall be a passing rate of at least eighty (80) percent of its first-time writers in any given calendar year.

(2) A passing percentage of at least eighty (80) percent of all first-time writers on the licensing examination over the four (4) most recent years must be maintained.

410-8-.10 Educational Facilities, Resources, and Practice Settings

- (1) The parent institution shall provide for and maintain facilities, resources, and services for the effective development and implementation of the nursing education program.
- (2) Classes, simulated settings, equipment, and supplies should facilitate the learning goals of the curriculum.
- (3) Adequate storage space, with security as appropriate, must be provided for supplies, equipment, and materials.
- (4) Comprehensive, current, and pertinent print and non-print learning resources must be available for faculty and student needs.
- (5) Office and meeting space, with appropriate furnishings and equipment, must be provided for the nurse administrator, faculty members, and staff.
- (6) Secretarial personnel and support services must be available to meet the needs of faculty members and students.
- (7) The parent institution shall maintain a written agreement with any agency that provides educational facilities and resources for the nursing education program which delineates the responsibilities of all involved parties.
- (8) Any practice setting affiliating with a nursing education program must have documented approval by appropriate regulatory bodies (if applicable).
- (9) Any practice setting affiliating with a nursing education program must have available and appropriate personnel, facilities, and resources to enable collaborative planning, implementation, and evaluation of learning activities.
- (10) The parent institution shall maintain a written agreement with each practice setting in which actual, interactive learning activities occur that delineates the responsibilities of involved parties.

410-8-.11 Reports

- (1) Annually by July 1, each nursing program with enrolled students must provide the board with requested information pertaining to the time period between July 1 of the previous year and June 30 of the current year.
- (2) The board must receive written reports by a specified date for review at a designated board meeting. Reports include, but are not limited to: advance site visit information; program responses to site visit reports; offering of a nursing course(s) at an off-campus site prior to implementation; new tracks within an approved prelicensure program; and development of major curricular or program changes prior to implementation.
- (3) A written explanation must be provided to the board if a program which should have students eligible for graduation in a given year does not have them.

410-8-.12 Development and Implementation of New Nursing Education Programs

- (1) To obtain approval by the Board for the development of a new nursing education program, the chief administrative officer of a parent institution proposing the development and implementation of a new nursing education program must submit a letter of intent to the Board. The following information must be included:
 - (a) A completed application signed by the chief administrative officer of the parent institution;
 - (b) A board-approved feasibility study, completed within one year of the date of the letter, which includes, but is not limited to: rationales for the establishment of the proposed nursing education program documenting an educational need which cannot be met by existing nursing education programs; financial resources; educational facilities and resources; faculty members; and practice settings;
 - (c) Evidence of accreditation of the parent institution by the Commission on Colleges of the Southern Association of Colleges and Schools;
 - (d) A written plan for the recruitment and appointment of a qualified nurse administrator and faculty members to teach courses across the curriculum; and
 - (e) The nonrefundable, required fee which does not guarantee any approval status;
 - (f) Documentation of the appointment of a registered nurse, currently licensed in Georgia, with the graduate nursing education and expertise necessary to develop and implement the proposed nursing education program and assess its outcomes;
 - (g) An affidavit of approval of the proposed nursing education program by the highest governing body of the parent institution within one year of the date of submission of the application;
 - (h) Documentation of projected revenue sources (federal, state, private, grants, gifts) and expenditures for five (5) fiscal years to support the development and implementation of the proposed nursing education program. The information must include, but is not limited to: appointment of sufficient qualified nursing faculty members (consistent with Rule 410-8-.05); appointment of secretarial personnel and support services; and provision of print and non-print learning resources, academic support courses, and educational resources in compliance with Board rules;
 - (i) A written description for each practice setting proposed for learning activities with a letter of commitment from practice setting personnel to include the possible impact on existing, affiliating nursing programs; and

- (j) A five-year timeline for the development and implementation of the nursing education program which includes cohorts of students and faculty members; and
- (k) A proposed timeline for initiating and expanding the program.
- (2) The nurse administrator and at least two (2) (full-time or part-time) faculty members with the graduate nursing education and expertise necessary to develop and implement the nursing education program and assess its outcomes, must be appointed by the parent institution to submit the following materials for Board review at least twelve (12) months prior to the enrollment of students in the first nursing course(s):
 - (a) Faculty qualification records for the nurse administrator and faculty members;
 - (b) Program purpose or mission statement;
 - (c) Program philosophy/assumptions;
 - (d) Goals/outcomes of the curriculum;
 - (e) Written plan for the organization and development of the curriculum;
 - (f) Curriculum plan, consistent with Rule 410-8-.04, showing the placement, sequence, and credit distribution of all nursing and non-nursing courses;
 - (g) Syllabus for each nursing course to include the title, credit distribution, prerequisites and corequisite courses, goals/outcomes, and course outline;
 - (h) Plan for continuous quality assessment and improvement consistent with Rule 410-8-.03(8);
 - (i) Information specific to the nursing education program, including but not limited to, admissions, options for advanced placement, acceleration, part-time study, articulation, progression, graduation, health requirements, the potential for criminal background checks and expanded medical profiles, and appeals;
 - (j) A current financial report including expenditures to date consistent with Rule 410-8-.12(3)(c);
 - (k) A plan for the recruitment of students; and
 - (l) Current catalog and student handbook for the parent institution.
 - (m) Any substantive changes since the review of previous reports;
 - (n) Detailed information for each nursing course in the curriculum consistent with Rule 410-8-.04;
 - (o) Faculty qualification records for any new faculty members;
 - (p) A description of any additional practice setting(s) with a written commitment from practice setting representatives to include the possible impact on existing affiliating nursing programs;
 - (q) A current financial report including expenditures to date consistent with Rule 410-8-.12(3)(c); and
 - (r) An update on projected enrollment;
- (3) Board representatives will conduct site visits to a developing nursing education program as necessary.
- (4) Nursing education programs with Initial Approval are required to comply with all Board rules.

410-8-.13 Discontinuance of a Nursing Education Program

- (1) The dean/director shall notify the Board in writing of the intent to discontinue a nursing education program at least one year prior to the discontinuance.
- (2) The dean/director shall submit a written plan for discontinuance of the program to include the:
 - (a) Timetable;

Burdeaux moved to adopt Rule 410-9 as posted. Lockwood seconded the motion and it carried unanimously.

RULES CHAPTER 410-9 LICENSED PRACTICAL NURSING EDUCATION PROGRAMS

410-9-.01 General Information

- (1) A new nursing education program means the initial establishment of a nursing education program or the re-establishment of a closed nursing program. A new nursing education program is approved for one location or address only.
- (2) A new nursing education program in this state shall have applied for and received Board approval as provided in Rule 410-9-.02 prior to the initial enrollment of students.
 - (a) The Board Laws and Rules shall be followed in the development of a new nursing education program.
 - (b) Graduates of a nursing education program which does not have Board approval shall be denied admission to the licensure examination.
 - (c) It is a misdemeanor for any individual, corporation, or association to conduct a nursing education program in this state without Board approval pursuant to O.C.G.A. § 43-26-42(7).
- (3) Any program, which has had Board approval as of the effective date of this Rule shall be permitted to continue operation, unless its approval has been withdrawn.

(4) Any program whose approval status has been withdrawn pursuant to Rule 410-9-.03, must apply for approval as a new nursing education program as provided in Rule 410-9-.02.

(5) All nursing education programs and affiliated campus locations will be issued the same NCSBN program code number.

(6) Program Approval Statuses:

(a) Developmental Approval. The Board may grant Developmental Approval to a proposed nursing education program when compliance with Board Laws and Rules have been demonstrated pursuant to Rule 410-9-.02(4).

(b) Provisional Approval. The Board may grant Provisional Approval to a new nursing education program when compliance with Board Laws and Rules have been demonstrated pursuant to Rule 410-9-.02(8).

(c) Full Approval. The Board shall grant Full Approval to a nursing education program which has demonstrated compliance with all Board Laws and Rules.

1. Full Approval may be granted to a new nursing education program pursuant to Rule 410-9-.02(10).

2. The Board shall continue Full Approval of a nursing education program, or grant Full Approval to a nursing education program on Conditional Approval, when review of the most recent annual report, the most recent site visit report, the most recent annualized licensing examination passing percentage, for its graduates on their initial examination and any other pertinent data reveals compliance with all Board Laws and Rules.

3. Full Approval is continuous unless the program is notified in writing to the contrary by the board.

(d) Conditional Approval. The Board may impose Conditional Approval on a nursing education program which has demonstrated noncompliance with any of the Board Laws or Rules.

1. Conditional Approval may be imposed on a new nursing education program pursuant to Rule 410-9-.02(11).

2. Conditional Approval may be imposed on a nursing education program when review of the most recent annual report, the most recent site visit report, the most recent annualized licensing examination passing percentage for its graduates on their initial examination, or any other pertinent data reveals noncompliance with Board Laws or Rules.

410-9-.02 New Nursing Education Program Development

(1) Definitions.

(a) "Affiliating Clinical Facility" refers to a contracted health care agency utilized by a sponsoring agency for clinical experience of the students enrolled in a Board-approved nursing education program.

(b) "Approved Nursing Education Program" located in this state means a nursing education program approved by the board as meeting criteria established by the board. An "approved nursing education program" located outside this state means a nursing education program that the board has determined to meet criteria similar to and not less stringent than criteria established by the board. In order to be approved by the board, a nursing education program must be one that is offered by:

1. A unit of the University System of Georgia accredited by the Commission on Colleges of the Southern Association of Colleges and Schools;

2. An institution of the Technical College System of Georgia;

3. A postsecondary institution of higher education that is accredited by a regional accrediting agency recognized by the United State Department of Education; or

4. A postsecondary institution of higher education that is not accredited in accordance with subparagraph (3) of this paragraph, but whose curriculum has been determined by the board to meet criteria similar to and not less stringent than criteria established by the board for other approved nursing education programs.

(c) "Campus laboratory" refers to the area in the classroom building which has been designed and organized to simulate the actual hospital patient care setting and where students shall obtain initial practice on each other and/or mannequins prior to experience at the affiliating clinical facilities.

(d) "Clinical learning focus objectives" refer to those outcomes and competencies to be gained by student assignment to a specific affiliating clinical facility and/or area within the agency.

(e) "Clinical rotation plan" refers to the schedule by which students shall be assigned to and rotated through the appropriate experiences available at each affiliating clinical facility.

(f) "Library" refers to published literature, audiovisual aids, and all other educational materials available to faculty and students in the nursing education program.

(g) "Master Curriculum Plan" refers to the written summary showing the sequence of all courses offered in the nursing education program. It includes the number of contact or actual clock hours for each theory and clinical component of each course, the total hours of theoretical and clinical per semester, and the total hours of theory and clinical for the entire program.

1. Theory includes those learning activities which occur in the classroom and campus 'laboratory setting.

2. Clinical includes pre- and post-conferences, actual patient care experience, and other patient-centered learning activities which occur in the clinical facility.

- (h) "Sponsoring Agency" refers to a parent institution of the nursing education program. The parent institution shall provide financial and administrative support during the establishment and operational existence of a Board-approved nursing education program. Any change in the parent institution's accreditation or affiliation shall be reported to the Board within thirty (30) days of such change.
- (i) "Survey of need" refers to statements from potential affiliating clinical facilities' on agency letterhead which describe the following:
1. Each agency's current staffing patterns;
 2. The current number of vacancies per type of nursing personnel category;
 3. The projected utilization of each level of nursing personnel within the facility.
- (j) "Syllabus" refers to a written summary of a course in the nursing education program. It includes the course title and number, its credit distribution, placement in the curriculum sequence, prerequisite and co-requisite courses, a course description, learning goals or objectives, related learning activities, and clinical experience, if appropriate.
- (2) At least twelve (12) months prior to the initial enrollment of students, the administrator of a sponsoring agency considering establishment of a nursing education program must submit a letter to the Board indicating intent to develop a program. The letter of intent shall include the following information:
- (a) "Survey of Need", which demonstrates that current needs cannot be met by existing nursing education programs within a fifty (50) mile radius of the proposed establishment site;
 - (b) Evidence that adequate clinical facilities are available for student experience;
 1. Each potential affiliating clinical facility should submit a letter:
 - (i) Expressing willingness to contract with the proposed new nursing education program for student experience; and
 - (ii) Describing the specifics about nursing programs already utilizing the facility; and
 - (iii) Describing how the new program's clinical experience needs shall be met without overloading the agency.
 2. At least three (3) licensed hospital or nursing home beds must be available for every one (1) student practical nurse at any given time;
 3. At least 40% of the total required clinical experience hours must be obtained in the hospital setting.
 - (c) The availability of classroom and campus laboratory facilities and a library for the program;
 - (d) Evidence of financial resources for the planning, implementation and continuation of the program; and
 - (e) The estimated number of qualified applicants for initial and future classes.
- (3) At least ten (10) months prior to the initial enrollment of students, the administrator of the sponsoring agency shall submit to the Board the following information:
- (a) The official name of the proposed nursing education program;
 - (b) The anticipated starting date of the program, the number of classes to be admitted per calendar year and the time(s) of admission of those classes, and the anticipated maximum number of students to be admitted per class;
 - (c) The mailing address and other contact information for the program;
 - (d) A completed Clinical Facilities Information Sheet provided by the board which includes all requested information about the affiliating agencies;
 - (e) The Clinical Facility Self-Study Report from each proposed clinical facility which includes a current contract agreement between the sponsoring agency and the clinical facility.
- (4) After the Board has received and reviewed the letter of intent and the materials pursuant to Rule 410-9-.02(2) and (3), the Board shall conduct site visits to the proposed nursing education program and all of its affiliating clinical facilities.
- (a) If compliance with Board Laws and Rules has been demonstrated, the Board will grant Developmental Approval.
 - (b) If Developmental Approval is not granted, a written explanation shall be provided to the proposed nursing education program.
- (5) At least eight (8) months prior to the initial enrollment of students, the following materials shall be submitted as Report I:
- (a) The administrative structure of the sponsoring agency which demonstrates the lines of authority for the new nursing education program;
 - (b) A Nursing Faculty Qualification Record and evidence of current Georgia licensure as a registered nurse which demonstrates compliance with Rule 410-9-.07, of the Practical Nursing Education Program Director or consultant who has been employed to continue the initial development of the new nursing education program;
 - (c) The program purpose, philosophy, and student terminal objectives pursuant to Rule 410-9-.05;
 - (d) A Master Curriculum Plan as described in Rule 410-9-.02(1)(g) and consistent with Rule 410-9-.07;
 - (e) The syllabi for all courses in the curriculum as described in Rule 410-9-.02(1)(j);
 - (f) Access to school/program catalog;
 - (g) All program and student policies as required by Rule 410-9-.09(2).
- (6) At least four (4) months prior to the initial enrollment of students, the following materials pertaining to each course to be offered during the first half of the curriculum shall be submitted as Report II:
- (a) The specific theoretical and clinical objectives/competencies for each unit of study within each course;
 - (b) The student learning and progress evaluation procedures.

- (7) At least one (1) month prior to the initial enrollment of students, the completed Nursing Faculty Summary Sheet, and the Nursing Faculty Qualification Records, and evidence of Georgia Registered Nurse licensure of the Practical Nursing Department Director and all nursing faculty shall be submitted as Report III. All nursing faculty must demonstrate the qualifications as set forth in Rule 410-9-.07.
- (8) Provisional Approval shall be considered after the Board, reviews Reports I, II, and III and must be granted prior to the enrollment of students.
- (a) If Provisional Approval is not granted, an explanation shall be included in the report to the school.
- (b) A new program granted Provisional Approval will remain on Provisional Approval for two years or until its first graduating class has taken its initial licensing examination, whichever is earlier, and the examination results are reviewed by the Board.
- (9) No later than one (1) month after the initial enrollment of students, the following materials shall be submitted as Report IV:
- (a) The actual start date of the program;
- (b) The actual number of students enrolled;
- (c) The projected completion/graduation date of the first graduates of the program.
- (10) The program shall be eligible for Full Approval if it has demonstrated compliance with all Board Laws and Rules, and if 80% of its initial graduating class have passed their initial licensing examination after graduation during the period of Provisional Approval.
- (11) The program shall be placed on Conditional Approval if it has demonstrated noncompliance with any of the Board Laws or Rules, or if less than 80% of its initial graduating class have passed their initial licensing examination during the period of Provisional Approval.
- (a) While on conditional approval, the program must demonstrate compliance with all Board Laws and Rules and the program must achieve a 80% pass rate of its graduates who have taken their initial licensing examination.
- (b) Failure to achieve Full Approval within a three (3) year period shall result in Withdrawn Approval pursuant to Rule 410-9-.03.
- (12) Graduates of a nursing education program which does not have Board approval shall be denied admission to the licensure examination.
- (13) No later than six (6) months after the initial enrollment of students, the following materials pertaining to each course to be offered during the remainder of the program's curriculum shall be submitted as Report V:
- (a) The specific theoretical and clinical objectives/competencies for each unit of study within each course;
- (b) Written plans for the utilization of affiliating clinical facilities as described in board rules;
- (c) The student learning and progress evaluation procedures if different from materials submitted in Report II;
- (14) It is the responsibility of the sponsoring agency to electronically submit each required report to the board at least four (4) weeks prior to the scheduled board meeting at which the report is to be considered.

410-9-.03 Changes in Approval Status Categories and Grounds

- (1) Conditional Approval may be imposed on a new nursing education program pursuant to Rule 410-9-.02(11).
- (2) Conditional Approval may be imposed on a nursing education program when review of the most recent annual report, the most recent site visit report, the most recent annualized licensing examination passing percentage for its graduates on their initial examination, or any other pertinent data reveals noncompliance with Board Laws or Rules.
- (a) The Board shall notify the program in writing of the cited deficiencies and the Board's recommendations and suggestions for correcting the deficiencies.
- (b) The program must respond in writing to the Board's recommendations and suggestions within six (6) weeks of receipt of the notification and must include a plan of action to correct the cited deficiencies. The plan of action should be implemented immediately by the program.
- (c) If the deficiencies are not corrected within the time period specified by the Board in its response to the program's plan of action (but no longer than six (6) months), the program shall be placed on Conditional Approval.
- (d) If the deficiencies are corrected within the Board-specified time period (but no longer than six (6) months), the program shall be granted Full Approval.
- (3) Conditional Approval status shall be conveyed to the program in writing.
- (a) The program has ninety (90) days from the date of the notification to request in writing a reevaluation by the Board. The program must provide documentation of corrected deficiencies for consideration of reinstatement of the program to Full Approval status.
- (b) If a reevaluation request is not made, the approval status decision of the Board shall remain in effect.
- (4) If the deficiencies have not been corrected within one (1) year from the date of Conditional Approval status notification, the program's approval status shall be Withdrawn.
- (5) Programs placed on Conditional Approval status must notify currently enrolled and potential students in writing of the program's Conditional Approval status. This statement must include the possibility that the program may have its approval Withdrawn at the end of one (1) year from the date of Conditional Approval notification, and that the Board may require the transfer of remaining students to other nursing programs to complete their programs of study.
- (6) Withdrawn Approval. The Board may Withdraw Approval status from a nursing education program which has demonstrated continued noncompliance with any of the Board Laws or Rules.

- (a) The Board may Withdraw Approval from a new nursing education program as provided in Rule 410-9-.02(11)(b).
- (b) The Board may Withdraw approval when a nursing education program fails to correct documented deficiencies within one (1) year following the date of written notification of Conditional Approval status.
- (c) Withdrawn Approval is sent to the program by certified mail.
 - 1. The program has ninety (90) days from the date of the notification to request, in writing, a reevaluation by the Board. The program must provide documentation of corrected deficiencies for consideration of reinstatement of the program to Conditional or Full Approval status.
 - (a) If a reevaluation request is made and there is documentation to verify that appropriate corrective actions have been implemented, the Board may grant reinstatement of Conditional Approval for up to six (6) months.
 - (b) If a reevaluation request is made and there is documentation to verify correction of all deficiencies, the Board may grant Full Approval.
 - (c) If a reevaluation request is not made, the approval status decision of the Board shall remain in effect.
- 2. The notification will state the effective date of the Withdrawal of Approval. Within thirty (30) days of receipt of the notification, the program will submit to the Board a written plan for graduating all students who had been admitted before approval status was withdrawn as provided in Rule 410-9-.14.
- 3. Any program whose approval status has been Withdrawn, must apply for approval as a new nursing education program as provided in Rule 410-9-.02.
- (7) With any change in approval status the program sponsors may present any evidence for the Board to consider addressing the alleged deficiencies in writing and/or appearance before the board.
- (8) The Board may grant or impose the following changes in approval status categories.
 - (a) From Developmental Approval to Provisional Approval for a new nursing education program pursuant to Rule 410-9-.02(8).
 - (b) From Provisional Approval to Full Approval for a new nursing education program pursuant to Rule 410-9-.02(10).
 - (c) From Provisional Approval to Conditional Approval for a new nursing education program pursuant to Rule 410-9-.02(11).
 - (d) From Full Approval to Conditional Approval for a nursing education program pursuant to Rule 410-9-.03.
 - (e) From Conditional Approval to Full Approval for a nursing education program pursuant to Rule 410-9-.03.
 - (f) From Conditional Approval to Withdrawn Approval for a nursing education program pursuant to Rule 410-9-.02(11)(b) and 410-9-.03.
 - (g) From Withdrawn Approval to Conditional Approval or Full Approval for a nursing education program pursuant to Rule 410-9-.03.
- (9) The following deficiencies shall be inclusive of, but not limited to, those which the Board considers grounds for a change in approval status if the deficiencies are not corrected within the time period specified in Rules 410-9-.02.
 - (a) Any curriculum change(s) made without Board notification pursuant to board rules.
 - (b) Failure to adhere to required theoretical content pursuant to Rule 410-9-.06.
 - (c) Failure to adhere to required educational facilities, resources, and support services pursuant to board rules.
 - (d) Failure to adhere to required school rules and policies pursuant to board rules.
 - (e) Failure to adhere to required nursing faculty qualifications pursuant to Rules 410-9-.07 and 410-9-.08.
 - (f) Failure to adhere to required clinical experience guidelines pursuant to board rules.
 - (g) Failure to adhere to required instructor/student ratios pursuant to Rule 410-9-.07.
 - (h) Failure to submit required reports and/or maintain required records pursuant to board rules.
 - (i) Failure to maintain an annualized licensing examination passing percentage of 80% or greater for the program's graduates on their initial examination.

410-9-.04 Organization and Administration

- (1) A written organizational plan shall indicate the lines of authority, responsibility and communication of the nursing education program to its governing body; to its clinical affiliates; to its advisory committee, and within the nursing education program itself.
- (2) The authority and responsibility for the administration of the nursing education shall be placed with the program director as approved in Rule 410-9-.07(3).
- (3) Any agency or institution that is utilized by a practical nursing education program shall be one that is authorized to conduct business in the state of its location.
- (4) The length of the curriculum shall be consistent with the requirements as provided in Rule 410-9-.06(3).
- (5) The availability of faculty for directing and critiquing students during theoretical and clinical learning activities shall be consistent with the requirements as provided in Rules 410-9-.07(1) and 410-9-.08(7).

410-9-.05 Purpose, Philosophy, and Objectives

- (1) The nursing education program's purpose, philosophy, and objectives shall be written by the nursing faculty and approved by the school's administration and the program's advisory committee. They shall form the basis for planning, implementing, and evaluating the total program curriculum.

410-9-.06 Curriculum

- (1) Curriculum refers to a total written plan of theoretical and clinical learning activities which shall result in the attainment of the nursing education program's objectives by graduates of the program.
- (a) The curriculum shall be developed and presented on a post-secondary educational level.
- (b) It shall be developed and presented by the faculty utilizing sound educational concepts and methods of teaching. These shall include the appropriate sequencing, correlating of theoretical and clinical experiences, and integrating of learning throughout the entire program.
- (c) It shall prepare the students to safely perform the activities and to function in the situations described in the program's objectives.
- (d) A Master Curriculum Plan shall be developed pursuant to Rule 410-9-02(1)(g).
1. A copy shall be retained for each class record;
 2. A copy shall be made available to all students enrolled in the program;
 3. A copy shall be provided to the Board in the program's annual report and the Practical Nursing Program's Self-Study Report and at any time that there shall be a proposed revision.
- (e) A Clinical Rotation Plan shall be developed pursuant to Rule 410-9-.02(l)(e).
1. A copy shall be retained for each class' record;
 2. A copy shall be made available to all students enrolled in the program;
 3. A copy shall be made available to all appropriate affiliating clinical facilities;
 4. A copy shall be provided to the Board in the program's annual report and the Practical Nursing Program Self-Study Report and at any time that there shall be a revision of the one on file in the Board office.
- (2) The curriculum emphasis should be on the utilization of the nursing process in the provision of care by practical nurses to patient/clients and their families throughout the life cycle in a variety of health care settings for:
- (a) The promotion of health;
- (b) The prevention of illness and injury; and
- (c) The restoration and maintenance of physical and mental health.
- (3) Length of the Curriculum. The program of study shall be consistent with the program's learning objectives and methods of instruction, except that:
- (a) A full time program shall NOT be conducted longer than eighteen (18) months; and
- (b) A part time program shall NOT be conducted longer than thirty-six (36) months.
- (4) Curriculum Objectives. There shall be written statements of specific, measurable, theoretical and clinical outcomes and competencies for each course in the curriculum which shall be achieved by students enrolled in the program. The curriculum objectives shall be in accordance with the nursing education program objectives.
- (5) Minimum Curriculum Content. An approved program of instruction or its equivalent shall contain no less than six hundred eighty-five (685) clock hours of theoretical nursing and general education content, and no less than four hundred eighty-five (485) clock hours of planned clinical practice for each student. Said program shall include the following subjects:
- (a) Theoretical Content:
1. Required Content - The curriculum must include, but is not limited to, the following theoretical content areas and must contain a total of no less than six hundred eighty-five (685) clock hours.
 - (i) Anatomy and Physiology
 - (ii) Basic Microbiology
 - (iii) Medical Terminology
 - (iv) Basic Nutrition
 - (v) Basic Pharmacology
 - (vi) Medication Administration
 - (vii) Principles of IV Therapy
 - (viii) Legal and Ethical Healthcare Issues
 - (ix) Professional and Customer Relationships
 - (x) The Nursing Process and Critical Thinking Skills
 - (xi) Physical Assessment Techniques
 - (xii) Cardiopulmonary Resuscitation
 - (xiii) Principles and Skills of Nursing Practice
 - (xiv) Basic Emergency Care
 - (xv) Geriatric Nursing Care
 - (xvi) End of Life Nursing Care
 - (xvii) Medical Surgical Nursing Care
 - (xviii) Obstetrical Nursing Care
 - (xix) Pediatric Nursing Care

- (xx) Mental Health and Illness Nursing Care
- (xxi) Community Health Nursing Care and Health Care Delivery Systems
- (xxii) Leadership and Management Skills
- (xxiii) English
- (xxiv) Math
- (xxv) Psychology
- (xxvi) Sociology
- (xxvii) Chemistry
- (xxviii) Computer Literacy
- (xxix) National Practical Nursing Licensure Examination Preparation

(b) Required Clinical Experience: All of the following clinical experience areas must be provided in the curriculum:

1. Basic Emergency Care
2. Professional and Customer Relations
3. Physical Assessment Techniques for All Body Systems
4. Skills and Principles of Nursing Practice
5. Medication Administration
6. Intravenous Therapy Techniques
7. Health Maintenance and Prevention of Illness and Injury
8. Documentation of Nursing Care
9. Nursing Care of Aging Clients
10. Nursing Care of the Terminally Ill
11. Medical Surgical Nursing Care
12. Obstetrical Nursing Care
13. Pediatric Nursing Care
14. Mental Health and Illness Nursing Care
15. Community Health Nursing Care
16. Nursing Leadership and Management.

(6) The curriculum's effectiveness shall be evaluated at the specific intervals indicated by the Board to determine and verify in writing the attainment of the program's objectives.

(a) The course/teacher/clinical experience evaluations shall be conducted each quarter / semester pursuant to board rules.

(b) The individual student theoretical and clinical learning and progress evaluations shall be conducted for each course pursuant to board rules.

(c) The graduate evaluations shall be conducted for each graduate pursuant to board rules.

410-9-.07 Nursing Faculty

(1) Number of Nursing Faculty. An adequate number of nurse faculty members, as necessary for quality education, must be employed to carry out the nursing education program's purpose and objectives.

(a) Such an adequate number shall be reasonably proportionate to the:

1. Number of students enrolled;
2. Frequency of admissions;
3. Education and experience of faculty members;
4. Number and location of affiliating clinical facilities; and
5. Total responsibilities of the faculty.

(b) The availability of faculty for directing and critiquing students during clinical learning activities shall be based upon criteria which ensures the safety of patients/clients; AND

1. Shall be documented in writing at a ratio of NOT more than ten (10) students per one (1) instructor.
2. The sponsoring agency shall consider a lower ratio when clinical space, patient acuity and patient census are insufficient to accommodate the ten (10) to one (1) ratio.

(c) The majority of nursing faculty shall be full time employees of the sponsoring agency.

(2) Qualifications for Employment.

(a) The nursing education program director and all nursing faculty members:

1. Shall hold a current Georgia license in good standing from the initial date of employment as a registered professional nurse.
2. Shall have had a minimum of three (3) years of practice as a licensed registered nurse within the preceding seven (7) years.

(b) In addition to the qualifications set forth in subsection (a) above, the director of a nursing education program shall have at least a baccalaureate degree in nursing and one (1) year of teaching experience in a nursing education program, (included in the required three (3) years of nursing practice).

(c) The program director and each member of the nursing faculty shall maintain professional competence through such activities as continuing education programs, nursing practice, and/or academic study courses, and shall submit documentation of these activities in writing annually to the Board in the program's Annual Report, or Practical Nursing Program's Self-Study Report.

(d) The sponsoring agency shall submit evidence that all faculty members meet minimum requirements of the Board pursuant to Rule 410-9-.07. A Nursing Faculty Qualification Record and a copy of the current Georgia Registered Nurse license must be submitted to the Board within one (1) month of the faculty member's employment.

(3) Faculty Functions.

(a) The nursing education program director shall supervise all nursing faculty, shall be the administrative coordinator for the program, and shall be the direct communicator with the Board.

(b) The nursing faculty shall participate in the development, implementation, instruction, evaluation, and revision of the entire nursing education program. The faculty shall:

1. Seek recommendations from the practical nursing program's advisory committee for establishing policies for the recruitment, selection, admission, progression, dismissal, and counseling of students.

2. Develop and evaluate the theoretical and clinical learning activities of the program.

3. Direct and supervise student learning in the classroom and clinical areas.

4. Participate in the counseling and guidance of students related to the course of instruction.

5. Establish a system to maintain essential records that will be used to evaluate a student's progress.

6. Interpret changing practices in the utilization of the graduate practical nurse and adjust the educational program to accommodate these changes.

7. Develop short and long range plans for strengthening the program based upon the feedback obtained from the program's evaluations.

8. Be readily available for consultation with clinical preceptors and students during preceptorial learning experiences.

(4) Faculty Organization.

(a) The nursing faculty shall hold regular (at least monthly) nursing faculty conferences to discuss the nursing education program and maintain nursing faculty meeting minutes as a written record of discussions and decisions.

(b) Policies in effect for nursing faculty shall be consistent with those in effect for all faculty employed by the sponsoring agency.

(c) There shall be a written school policy for the selection, orientation, and utilization of full time and part time nursing faculty.

410-9-.08 Preceptor and Preceptorial Learning Activities

(1) Definitions.

(a) The "preceptor" holds a valid Georgia license as a registered professional nurse, licensed practical nurse, or medical doctor, with a minimum of one year of clinical experience.

(b) "Preceptorial learning activities" refer to those clinical learning activities which are provided under the direct leadership and supervision of a preceptor.

(2) The preceptor shall be selected through the cooperative effort between the nursing faculty and the clinical affiliate representatives.

(3) Preceptorial learning activities may be included in a curriculum when the following criteria are met:

(a) Appropriate theory shall be coordinated with the preceptorial clinical experience.

(b) There shall be a written school policy for the selection, orientation, and utilization of clinical preceptors.

(c) The nursing education program shall maintain documentation which demonstrates that all nursing clinical preceptors meet requirements provided in Rule 410-9-.08.

(4) Prior to and throughout the preceptorial learning activities, faculty shall interact with preceptors, individually or in a group, to clarify roles, learning activities, and the critique/evaluation of student learning and progress.

(5) The preceptor/student ratio shall not exceed the ratio of one (1) preceptor to two (2) student practical nurses in the hospital, doctor's office, or clinics, or one (1) preceptor to four (4) student practical nurses in the nursing home.

(6) The preceptor may evaluate students' clinical performance after the students' initial assessments by the nursing program's faculty.

(7) The preceptor and students must have a readily available designated nursing faculty member who is responsible for the preceptor learning activities.

(8) The preceptorial learning activities must be scheduled on The Clinical Rotation Plan pursuant to Rule 410-9-.02(1)(e).

(9) There shall be written Clinical Learning Focus Objectives pursuant to Rule 410-9-.02(1)(d) for all preceptorial learning activities.

410-9-.09 School Requirements: Rules and Policies

(1) School Rules:

(a) Theoretical class size shall be determined by the institution based on the number of faculty members, adequacy of clinical resources, availability of learning resources, and documented survey of need within a fifty (50) mile radius.

(b) The students' total scheduled instructional time for classroom and clinical experiences shall not exceed forty (40) hours per week.

- (c) The nursing education program shall comply with the Occupational Safety and Health Administration's current guidelines for occupational exposure to blood-borne and airborne Pathogens. The policy shall be reviewed annually and revised as necessary in writing.
- (d) The nursing education program shall have a policy regarding the use of social media by students and faculty in relation to patient privacy and care and federal guidelines.
- (e) The practical nursing education program shall maintain an annualized licensing examination passing percentage rate of eighty percent (80%) or higher for the program's graduates on the initial examination as provided in Rule 410-9-.03.
- (f) A student shall be considered to have successfully completed a program when the student has satisfied all performance and learning objectives of an approved program and has met the institution's established graduation requirements.
- (g) All nursing faculty and preceptors, if utilized, shall meet requirements as provided in Rules 410-9-.07 and 410-9-.08 before assuming duties in the program.
- (h) The nursing program shall maintain nursing faculty meeting minutes of all decisions pertinent to the operation and revision of the program.
- (i) Student clinical experience shall include all required health care areas provided in Rule 410-9-.06:
 1. Clinical experiences should be correlated with theoretical content;
 2. The clinical experience instructor-student ratio shall not exceed a one (1) to ten (10) ratio;
 3. At least three (3) licensed hospital or nursing home beds shall be available for every one (1) student practical nurse at any given time in a clinical affiliate;
 4. At least 40% of the total board-required clinical experience hours must be obtained in the hospital setting.
- (j) A nursing program faculty member or a Board-approved preceptor shall be:
 1. Present in the clinical facility to which students are assigned for direct patient care and be present on the unit;
 2. Responsible for the clinical instruction and supervision of the program's student practical nurses.
- (k) The program's instructors shall provide appropriate clinical focus objectives to each clinical affiliate prior to student assignment provided in Rule 410-9-.02(1)(d).
- (l) The Clinical Rotation Plan for student learning activities shall be provided to each affiliating clinical facility prior to student assignment provided in Rule 410-9-.02(1)(e).
- (2) School Policies:
 - (a) Policies related to the practical nursing education program shall be published in a student handbook or catalogue; and
 - (b) The policies set forth below shall be included:
 1. Academic Standards. The academic standards policy shall include a clearly defined grading system for the program and a policy for course progression and graduation.
 2. Curriculum. The curriculum policy shall reflect the board's hourly and theoretical content and clinical experience area requirements provided in Rule 410-9-.06(5) as the minimum curriculum.
 3. Student Grievance. The student grievance policy shall define the authority chain which is to be followed for student grievances at the institution.
 4. Occupational Safety and Health Administration's Guidelines. The policy shall describe a plan for educating students on the Federal Occupational Safety and Health Administration's guidelines (O.S.H.A.) and the Centers for Disease Control's (C.D.C.) guidelines and any other regulations applicable to the safety of students and patients in the practice of nursing.
 5. Student Health. The student health policy shall include the health examinations and immunizations (as currently recommended by the Centers for Disease Control) required to ensure the health, safety, and welfare of students and patients prior to the beginning of student clinical experiences.

410-9-.10 Educational Facilities and Clinical Affiliates

- (1) Educational facilities, campus classrooms, nursing practice laboratory, and the library for the program shall be available to meet the objectives of the program and the needs of the students and faculty.
 - (a) The campus laboratory:
 1. Shall be separate or screened from the classroom(s).
 2. Shall contain sufficient equipment, supplies and resources (such as mannequins, models, textbooks, and audiovisual aids), to permit simulated nursing skill practice.
 3. Shall provide a secure location for syringes and needles.
 - (b) A library located at the instructional site shall:
 1. Provide texts, audiovisuals, and periodicals, to include practical nursing journals, no older than five (5) years, on the curriculum being taught.
 2. Make available to faculty and students access to the Georgia Board of Nursing's Laws and Rules.
- (2) Clinical Affiliates.

- (a) All clinical affiliates for a program shall be approved by the board prior to utilization for student experiences. The program shall submit the required materials as provided in Rule 410-9-.12(2)(c)(1).
- (b) There shall be a written signed agreement between the program and each clinical affiliate which meets the following criteria:
 - 1. The agreement shall be annually reviewed and revised/renewed as necessary.
 - 2. The agreement shall ensure that the nursing faculty maintains the responsibility for the selection and supervision of student learning activities.
- (c) The clinical facility's nursing service department shall maintain:
 - 1. A written organizational chart which indicates a clear chain of command for nursing personnel.
 - 2. A copy of current policies and procedures as they relate to the Licensed Practical Nurse shall be available to the board at site visits or as requested.
- (d) An orientation shall be conducted for program faculty and each new group of students at the clinical facility.

410-9-.11 Board Site Visits to Nursing Education Programs and Their Clinical Affiliates

- (1) Site visits to the practical nursing education program and clinical affiliates shall be conducted by board representatives to verify compliance with board laws and rules. All requested documentation shall be received by the Board prior to the site visit.
- (2) Site visits are conducted:
 - (a) Initially and as needed for all new programs until the program achieves Full Approval status.
 - (b) To the new clinical affiliate(s) during the practical nursing education program's next routine visit.
 - (c) At the Board's discretion.
 - (d) Upon request from a program for a site visit or a visit by the board's nursing education consultant.

410-9-.12 Reports and Records

- (1) Reports and records shall be required of each practical nursing education program for documentation of compliance with applicable Georgia law and Board rules.
- (2) Reports submitted to the Board from schools by the practical nursing education program's nurse director shall include the following reports:
 - (a) An Annual Report form and requested documentation shall be submitted each year which covers the previous calendar year and shall include:
 - 1. General information on the program including, but not limited to name, addresses, telephone and fax numbers, email address and information regarding the program administrator.
 - 2. Data on instructor-student clinical ratios to include a current "Nursing Faculty Preceptor Summary Sheet," and nursing faculty summary for all nursing faculty and all preceptors.
 - 3. Data on clinical sites utilized and contract dates.
 - 4. Data on program enrollments, withdrawals, and graduates.
 - 5. Data on the program's course offerings to include a current "Master Curriculum Plan" provided to Rule 410-9-.02(1)(f).
 - 6. A description of anticipated program changes for the coming year.
 - (b) Any corrections to the Annualized Licensing Examination Passing Percentage Rate Report shall be returned to the board within ten (10) working days of receipt of the initial report. Proof of the correction such as copy(ies) of previous NCLEX-PN Scores-Report(s) shall be provided to verify the erroneous information.
 - (c) Site Visit Report Materials shall include the following forms:
 - 1. The Clinical Facility Information Sheet shall provide a complete listing of all clinical affiliates and basic information on each facility. The sheet is also submitted whenever there is a change in clinical facilities.
 - 2. The Clinical Facility Self-Study Report shall be completed by the Director of Nursing Services or appropriate management at the clinical affiliate and shall be submitted to the board.
 - (d) The Nursing Faculty Summary Sheet shall be submitted to the board by the program director as a listing of all full time and part time nursing employees of the program and all preceptors.
 - (e) The Nursing Faculty Qualification Record shall be completed by each nursing faculty member. Each preceptor shall complete a Preceptor Qualification Record.
 - 1. The Nursing Faculty Qualification Record shall include secondary education, nursing licenses in other states, date of original licensure, and evidence of current Georgia licensure as a registered nurse.
 - 2. A complete listing of all nursing employment for the seven (7) years preceding the date of submission of Nursing Faculty Qualification Record.
 - (f) The Practical Nursing Program Site Visit Response shall address the board's recommendations and shall be submitted to the Board within six (6) weeks after the program's receipt of the Site Visit Report. The Practical Nursing Program Site Visit Response shall include the program's plan to correct the deficiencies cited in the Site Visit Report.

(g) The Practical Nursing Program Self-Evaluation Report shall be submitted to the Board each time the program's Annualized Licensing Examination Passing Percentage Report falls below the eighty percent (80%) level for its graduates on the initial examination.

1. The Practical Nursing Program Self-Evaluation Report shall be received by the board within six (6) weeks of the program's receipt of the Final Annualized Licensing Examination Passing Percentage Report.

2. The Practical Nursing Program Self Evaluation Report shall address the areas of: admission and grading requirements; curriculum sequencing; course materials development dates and reference materials publication dates; testing practices; practical nursing review course and/or test-taking strategies offerings to students; correlation of clinical experiences with appropriate theory.

(h) Proposed Program Change Notifications are to be submitted to the board within thirty (30) days as provided in Rule 410-9-.13.

(3) Reports to Schools from the Board. The program's Annualized Licensing Examination Passing Percentage Report is prepared by the board's nursing education consultant and covers the calendar year from January 1st through December 31st of the preceding year.

(4) Program Records.

(a) The practical nursing education program shall make available upon request, all program policies as provided in Rule 410-9-.09.

(b) Current agreements with all clinical affiliates shall be maintained.

(c) Nursing Faculty Meeting Minutes shall be made available upon request.

(d) The practical nursing education program's Advisory Committee Meeting Minutes shall be made available upon request.

(e) Program evaluations shall include:

1. Evaluations of the course, faculty, and clinical facilities completed by the students each semester.

2. Annual evaluations of the program by the program's graduates.

(f) Annual statistics on the program's enrollments, withdrawals, and graduates.

(g) The program's curriculum materials shall include:

1. The Program's Master Curriculum Plan for each class currently enrolled.

2. All course materials for each curriculum offering. This shall include, but not be limited to, lesson plans, handouts, student clinical evaluation tools, texts/references list, and a clinical experience facilities listing.

3. The program's Master Clinical Rotation Plan and each course's Clinical Rotation Plan for each class currently enrolled.

(5) Student records. Students currently enrolled shall have a file which includes, but not limited to, admission materials, documentation of theoretical and clinical progression in the program's curriculum plan, and health records.

(6) Final program transcript. Transcripts shall identify each course in the curriculum plan, include the earned grades and explain the grading system, and state the theoretical and clinical hours the student was present for each course.

410-9-.13 Program Changes Requiring Board Approval and Board Notification and Procedures for Approval

(1) The following proposed changes in the practical nursing education program require board approval prior to their implementation. The program shall electronically submit the information to the board at least four (4) weeks prior to the board meeting at which the changes will be considered.

(a) The addition of new clinical facility(ies) for actual student patient care experience. The following materials must be submitted:

1. A revised Clinical Facilities Information Sheet as provided in Rule 410-9-.12.

2. A Clinical Facility Self Study Report as provided in Rule 410-9-.12.

3. A copy of the current signed contract between the proposed clinical affiliate(s) and the program's sponsoring agency.

4. The Clinical Learning Focus Objectives for the experience for the proposed facility(ies) as provided in Rule 410-9-.02(1)(d).

5. The Clinical Rotation Plan which demonstrates student assignment at the proposed facility(ies) as provided in Rule 410-9-.02(1)(e).

6. A description of student supervision at the facility. If new nursing faculty or preceptors are to be utilized, submit an updated Nursing Faculty Summary Sheet and Nursing Faculty Qualification Record(s), Preceptor Summary Sheet and Preceptor Qualification Record as provided in Rule 410-9-.12.

(2) The following changes in the practical nursing education program may be implemented by the program, but require board notification within thirty (30) days of the implementation. Practical Nursing Education Program name change requires the former name, new name, and effective date.

410-9-.14 Guidelines for Discontinuance of a Nursing Education Program

(1) After the notification to the board of intent to discontinue the practical nursing education program, the school may not admit new students.

(2) The program shall continue to meet the standards for approval until all of the enrolled students have graduated.

(3) An institution closing a practical nursing education program shall provide for permanent storage of the transcripts of its graduates and the name, title, department, and address of who is responsible for keeping the records shall be conveyed to the board in writing.

Phipps moved to adopt Rule 410-10 as posted. Shilling seconded the motion and it carried unanimously.

RULES CHAPTER 410-10 STANDARDS OF PRACTICE AND UNPROFESSIONAL CONDUCT

410-10-.01 Standards of Practice for Registered Professional Nurses

(1) The Georgia Board of Nursing defines the minimal standards of acceptable and prevailing nursing practice as including, but not limited to the following enumerated standards of competent practice.

(2) The Board recognizes that assessment, nursing diagnosis, planning, intervention, evaluation, teaching, and supervision are the major responsibilities of the registered nurse in the practice of nursing. The Standards of Practice for Registered Professional Nurses delineate the quality of nursing care which a patient/client should receive regardless of whether it is provided solely by a registered nurse or by a registered nurse in collaboration with other licensed or unlicensed personnel. The Standards are based on the premise that the registered nurse is responsible for and accountable to the patient/client for the quality of nursing care rendered. The Standards of Practice for Registered Professional Nurses shall establish a baseline for quality nursing care; be derived from the Georgia Nurse Practice Act; apply to the registered nurse practicing in any setting; and, govern the practice of the licensee at all levels of competency.

(a) Standards related to the registered nurse's responsibility to apply the nursing process (adapted from American Nurses' Association *Code for Nurses and Standards of Practice*). The registered nurse shall:

1. Assess the patient/client in a systematic, organized manner;
2. Formulate a nursing diagnosis based on accessible, communicable and recorded data (which is collected in a systematic and continuous manner);
3. Plan care which includes goals and prioritized nursing approaches or measures derived from the nursing diagnoses;
4. Implement strategies to provide for patient/client participation in health promotion, maintenance and restoration;
5. Initiate nursing actions to assist the patient/client to maximize her/his health capabilities;
6. Evaluate with the patient/client the status of goal achievement as a basis for reassessment, reordering of priorities, new goal-setting and revision of the plan of nursing care;
7. Seek educational resources and create learning experiences to enhance and maintain current knowledge and skills appropriate to her/his area of practice.

(b) Standards related to the registered nurse's responsibilities as a member of the nursing profession. The registered nurse shall:

1. Function within the legal boundaries of nursing practice based upon knowledge of statutes and regulations governing nursing;
2. Accept responsibility for individual nursing actions and continued competence;
3. Communicate, collaborate and function with other members of the health team to provide optimum care;
4. Seek education and supervision as necessary when implementing nursing practice techniques;
5. Respect the dignity and rights of the patient/client regardless of socioeconomic status, personal attributes or nature of health problems;
6. Maintain each patient/client's right to privacy by protecting confidential information unless obligated, by law, to disclose the information;
7. Provide nursing care without discrimination on the basis of diagnosis, age, sex, race, creed or color;
8. Assign and supervise only those nursing measures which the nurse knows, or should know, that another person is prepared, qualified, or licensed to perform;
9. Retain professional accountability for nursing care when delegating nursing intervention;
10. Respect and safeguard the property of clients, family, significant others and the employer;
11. Notify the appropriate party of any unprofessional conduct which may jeopardize patient/client safety;
12. Participate in the periodic review and evaluation of the quality and appropriateness of nursing care.

(c) Standards related to the registered nurse's responsibilities in assignment of patient activities to unlicensed assistive personnel (UAP). The registered nurse shall:

1. Determine that the care and/or activity to be performed would be based upon orders or directions of a licensed physician, licensed dentist, licensed podiatrist or person licensed to practice nursing as a registered professional nurse.
2. Assign only care and activities that do not require the skills and knowledge of a person practicing nursing as a registered professional nurse or licensure of another health care professional. The care and activities to be assigned must meet all of the following criteria:
 - a. The care and/or activities do not require complex observations or critical decisions.
 - b. The care and/or activities can be safely performed according to exact, unchanging directions.
 - c. The outcome and/or results of the activities are reasonably predictable.
3. Verify that the UAP has the necessary knowledge and skills to accept the assignment.
4. Periodically evaluate and review the quality and appropriateness of the care provided by the UAP.
5. Not assign activities which require licensure to an unlicensed assistive personnel.

410-10-.02 Standards of Practice for Licensed Practical Nurses

(1) The practice of licensed practical nursing means the provision of care for compensation, under the supervision of a physician practicing medicine, a dentist practicing dentistry, a podiatrist practicing podiatry, or a registered nurse practicing nursing in accordance with applicable provisions of law. Such care shall relate to the promotion of health, the prevention of illness and injury, and the restoration and maintenance of physical and mental health through acts authorized by the board, which shall include, but not be limited to the following:

- (a) Participating in patient assessment activities and the planning, implementation, and evaluation of the delivery of health care services and other specialized tasks when appropriately educated and consistent with board rules and regulations;
 - (b) Providing direct personal patient observation, care, and assistance in hospitals, clinics, nursing homes, or emergency treatment facilities, or other health care facilities in areas of practice including, but not limited to: coronary care, intensive care, emergency treatment, surgical care and recovery, obstetrics, pediatrics, outpatient services, dialysis, specialty labs, home health care, or other such areas of practice;
 - (c) Performing comfort and safety measures;
 - (d) Administering treatments and medications by various routes;
 - (e) Participating in the management and supervision of unlicensed personnel in the delivery of patient care; and
 - (f) Performing other specialized tasks as appropriately educated.
- (2) Responsibility: Each individual is responsible for personal acts of negligence under the law. Licensed practical nurses are liable if they perform functions for which they are not prepared by education and experience and for which supervision is not provided.

410-10-.03 Definition of Unprofessional Conduct

(1) Nursing conduct failing to meet the minimal standards of acceptable and prevailing nursing practice, which could jeopardize the health, safety, and welfare of the public, shall constitute unprofessional conduct. This conduct shall include, but not be limited to, the following:

(2) Practice

- (a) Using inappropriate or unsafe judgment, technical skill or interpersonal behaviors in providing nursing care;
- (b) Performing any nursing technique or procedure for which the nurse is unprepared by education or experience;
- (c) Disregarding a patient/client's dignity, right to privacy or right to confidentiality;
- (d) Failing to provide nursing care because of diagnosis, age, gender, race, creed, color or sexual orientation;
- (e) Abandoning or knowingly neglecting patients/clients requiring nursing care;
- (f) Continuing to practice after the expiration date of the license.
- (g) Failing to take appropriate action to safeguard a patient's welfare;
- (h) Failing to take action in a health care setting to protect a patient whose safety or welfare is at risk from incompetent health care practice, or to report the incompetent health care practice to employment or licensing authorities;
- (i) Failing to report to the Board a licensed nurse whose work history includes conduct, or a pattern of conduct, that leads to or may lead to an adverse patient outcome;
- (j) Assuming patient care responsibilities that the nurse lacks the education to perform, for which the nurse has failed to maintain nursing competence, or that are outside the scope of practice of the nurse;
- (k) Accepting the assignment of nursing functions or a prescribed health function when the acceptance of the assignment could be reasonably expected to result in unsafe or ineffective client care;
- (l) Failure of a clinical nursing instructor to adequately supervise or to assure adequate supervision of student experiences.
- (m) Failure to practice within a modified scope of practice or with the required accommodations, as specified by the Board in granting a limited license or any agreement with the Board.
- (n) Causing or permitting physical, emotional, sexual or verbal abuse or injury or neglect to the client, or failing to report same to the employer, appropriate legal authority and/or the Board;
- (o) Providing information which was false, deceptive, or misleading in connection with the practice of nursing;
- (p) Knowingly aiding, assisting, advising, or allowing an unlicensed person to engage in the unlawful practice of practical, registered or advanced practice nursing;
- (q) Violating an order of the Board, or carelessly or repetitively violating a state or federal law relating to the practice of practical, registered or advanced practice nursing, or violating a state or federal narcotics or controlled substance law;
- (r) Knowingly aiding, assisting, advising, or allowing a nurse under Board Order to violate the conditions set forth in the Order; or
- (s) Failing to report violations of the Nursing Practice Act and/or the Board's rules and regulations.

(3) Documentation

- (a) Failing to maintain a patient record that accurately reflects the nursing assessment, care, treatment, and other nursing services provided to the patient;
- (b) Falsifying, omitting or making a materially incorrect, inconsistent, or unintelligible entry in any record:
 - 1. Regarding a patient at a health care facility, school, institution, or other work place location; or

2. Pertaining to obtaining, possessing, administering, wasting or returning any controlled substance as defined in the federal Uniform Controlled Substances Act, 21 U.S.C. 801 et seq., or Georgia's Controlled Substances Act;

(c) Falsifying reports, client documentation, agency records or other documents; or

(d) Falsifying, omitting or destroying documentation of nursing actions on the official patient/client record.

(4) Investigations

(a) Failing to timely respond to an investigative subpoena issued by the Board;

(b) Failing to cooperate with a lawful investigation conducted by the Board; or

(c) Making a written false or inaccurate statement to the Board or the Board's designee in the course of an investigation

(5) Delegation

(a) Failing to supervise a person to whom nursing functions are delegated;

(b) Delegating services that require nursing judgment to an unauthorized person;

(c) Delegating or assigning nursing functions or a prescribed health function when the delegation or assignment could reasonably be expected to result in unsafe or ineffective client care; or

(d) Delegating nursing care, functions, tasks or responsibility to others when the nurse knows or should know that such delegation is to the detriment of patient safety;

(6) Drugs

(a) Removing, without authorization, a narcotic, drug, controlled substance, supply, equipment, or medical record from any health care facility, school, institution, or other work place location;

(b) Obtaining, possessing, administering, or using any narcotic, controlled substance, or illegal drug in violation of any federal or state criminal law, or in violation of the policy of any health care facility, school, institution, or other work location at which the nurse practices;

(c) Providing or administering any controlled substance or prescription-only drug for other than accepted therapeutic or research purposes;

(d) Failing to follow the policy and procedure in place for the wastage of medications at the facility where the nurse was employed or working at the time of the incident(s);

(e) A positive drug screen for which there is no lawful prescription;

(f) Obtaining or attempting to obtain or deliver medication(s) through means of misrepresentation, fraud, forgery, deception and/or subterfuge;

(g) Failing to practice nursing in accordance with prevailing nursing standards due to physical, psychological or chemical impairment; or

(h) Failing to report to the Board within 30 days of becoming unable to practice nursing with reasonable skill and safety by result of mental or physical condition or use of alcohol, drugs, narcotics, chemicals, or any other type of material.

(7) Boundaries

(a) Failing to maintain professional boundaries or engaging in a dual relationship with a patient, resident, or any family member of a patient or resident;

(b) Removing, without authorization, any money, property, or personal possessions, or requesting payment for services not performed from a patient, employer, co-worker, or member of the public;

(c) Violating professional boundaries of the nurse/client relationship including but not limited to physical, sexual, emotional or financial exploitation of the client or the client's significant other(s);

(d) Engaging in sexual conduct with a client, touching a client in a sexual manner, requesting or offering sexual favors, or language or behavior suggestive of the same;

(e) Threatening or violent behavior in the workplace; or

(f) Misappropriating, in connection with the practice of nursing, anything of value or benefit, including but not limited to, any property, real or personal of the client, employer, or any other person or entity, or failing to take precautions to prevent such misappropriation.

(8) Fraud

(a) Engaging in fraud, misrepresentation, or deceit in taking a licensing examination or on an initial or renewal application for a license or certificate;

(b) Impersonating a nurse licensed under this O.C.G.A. §43-26;

(c) Advertising the practice of nursing with untruthful or misleading statements;

(d) Practicing nursing without a current license or while the license is suspended;

(e) Providing one's license/temporary permit to another individual for any reason; or

(f) Providing false or misleading documents related to applications, renewals or continuing competency requirements.

(9) Employment

(a) Making a false or misleading statement on a nursing or health care related employment or credential application concerning previous employment, employment experience, education, or credentials;

(b) Failing to answer specific questions or providing false or misleading answers that would have affected the decision to license, employ, certify or otherwise utilize a nurse; or

(c) Providing a false, deceptive or misleading statement(s) as a nursing expert.

(10) Arrests and Convictions

(a) Failing to notify the Board, in writing, of a conviction for a felony or an undesignated offense within 10 days of the conviction. The nurse or applicant shall include the following in the notification:

1. Name, address, telephone number, email address, social security number, and license number, if applicable;
2. Date of the conviction; and
3. Nature of the offense.

410-10-.04 Use of Nurse Protocols Authorized by O.C.G.A. § 43-34-26.1 (Influenza Vaccine Protocol Agreements) by Registered Nurses in Specific Settings

(1) The general purpose of this rule is to protect and safeguard the public by regulating the practice of registered nurses ("RNs") who use protocols in specific settings as authorized by O.C.G.A. § 43-34-26.1.

(2) A registered nurse who uses a nurse protocol in specific settings as authorized by O.C.G.A. § 43-34-26.1 shall:

- (a) Hold a current license to practice as a registered nurse in Georgia;
- (b) Adhere to a nurse protocol which is a written document mutually agreed upon and signed by the nurse and licensed physician which delegates to the nurse the authority to perform specified medical acts and provides for immediate consultation with the delegating physician or a physician designated in the absence of the delegating physician;
- (c) Document preparation and performance specific to each medical act authorized under O.C.G.A. § 43-34-26.1, including ordering dangerous drugs, medical treatments, or diagnostic studies and the dispensing of dangerous drugs in accordance with dispensing procedure and under the authority of a physician's order.

(3) The nurse protocol used by a RN pursuant to the provisions of O.C.G.A. § 43-34-26.1 shall comply with the following criteria:

- (a) Shall bear a current review date, be available upon request; and specify parameters under which delegated medical acts may be performed;
- (b) Shall include a schedule for periodic review of patient records by the delegating physician;
- (c) Shall be reviewed, revised or updated annually;
- (d) Shall include a provision for immediate consultation with the delegating physician designated in the absence of the delegating physician;
- (e) Shall comply with provisions for ordering or dispensing drugs under subsection (b) of Code Section 26-4-130 and the rules and regulations established pursuant thereto by the State Board of Pharmacy and adhere to a written dispensing procedure when dispensing dangerous drugs as required by O.C.G.A. § 43-34-26.1(a) (5).

(4) A registered nurse may practice under protocol pursuant to the provisions of O.C.G.A. § 43-34-26.1 as an agent or employee of the following:

- (a) The Georgia Department of Public Health;
- (b) Any county board of health;
- (c) Any organization:
 1. Which is exempt from federal taxes pursuant to Section 501(c) (3) of the Internal Revenue Code as defined in Code Section 48-1-2, other than an organization which is a hospital, preferred provider organization, health maintenance organization, or similar organization; or
 2. Established under the authority of or receiving funds pursuant to 42 U.S.C. Section 254b or 254c of the United States Public Health Service Act.
 3. Which organization provides that those medical services and dangerous drugs which are ordered or dispensed by its nurses will be provided at no cost to patient or at a cost based solely upon the patient's ability to pay.
- (d) An outpatient clinic:
 1. Which is owned or operated by a licensed hospital;
 2. Which provides such drugs, treatments, or studies free or at a charge to the patient based solely upon the patient's ability to pay; provided, however, such charge shall not exceed the actual cost to the outpatient clinic; and
 3. Whose services are primarily provided to the medically disadvantaged.

Floyd moved to adopt Rule 410-11 as posted. Barton seconded the motion and it carried unanimously.

RULES CHAPTER 410-11 REGULATION OF ADVANCED PRACTICE REGISTERED NURSES

410-11-.01 Purpose, Definitions, Title, and Authority for Advanced Nursing Practice

(1) Purpose.

(a) To promote, preserve, and protect public health, safety, and welfare by regulating advanced nursing practice.

(2) Definitions:

(a) The advanced practice registered nurse is a certified nurse-midwife (CNM), nurse practitioner (NP), certified registered nurse anesthetist (CRNA), clinical nurse specialist (CNS) or clinical nurse specialist in psychiatric/mental health (CNS/PMH), and is authorized to practice by the Georgia Board of Nursing ("the Board").

(b) "Advanced nursing practice" means practice by a registered professional nurse who meets those educational, practice, certification requirements, or any combination of such requirements, as specified by the Board and includes certified nurse-midwives, nurse practitioners, certified registered nurse anesthetists, clinical nurse specialists in psychiatric/mental health, and others required by the Board.

(3) Title.

(a) Advanced practice registered nurses are authorized to practice in the categories of certified nurse-midwife, nurse practitioner, certified registered nurse anesthetist, clinical nurse specialist and clinical nurse specialist in psychiatric/mental health. Each advanced practice registered nurse shall use the category designation for purposes of identification and documentation.

(4) Authority to Practice:

(a) Only a registered professional nurse authorized to practice according to these rules shall use the specified title, and practice or offer to practice, as a certified nurse-midwife, nurse practitioner, certified registered nurse anesthetist clinical nurse specialist or clinical nurse specialist, psychiatric/mental health unless otherwise authorized to do so by the Board.

(b) The advanced practice registered nurse is authorized to perform advanced nursing functions and certain medical acts which include, but are not limited to, ordering drugs, treatments, and diagnostic studies as provided in O.C.G.A. § 43-34-26.1 and Chapter 410-11.

410-11-.02 Rules for Certified Nurse-Midwives

(1) Definition.

(a) A certified nurse-midwife is a registered professional Nurse who has completed/graduated from a post-basic educational program for nurse midwives which included theoretical and practical components and evidence of advanced pharmacology within the curriculum or as a separate course. The certified nurse-midwife is certified by the ACNM Certification Council and is authorized to practice by the Board.

(2) Scope and Standards of Practice for the Certified Nurse-Midwife.

(a) The certified nurse-midwife (CNM) provides independent management of women's health care, focusing particularly on pregnancy, childbirth, the postpartum period, care of the newborn, and the family planning and gynecological needs of women. The certified nurse-midwife practices within a health care system that provides for consultation, collaborative management, or referral as indicated by the health status of the client. The certified nurse-midwife must practice in accordance with the Board-approved American College of Nurse-Midwives' current Standards for the Practice of Nurse-Midwifery.

(3) Requirements to Practice as a Certified Nurse-Midwife:

(a) Prior to January 1, 1999, and applicant who submits the following items may be authorized to practice as a certified nurse-midwife:

1. Evidence of current licensure as a registered professional nurse in Georgia;
2. A completed Board application with required fee;
3. Official transcript which verifies graduation from a post-basic educational program for nurse-midwives which includes theoretical and practical components and evidence of advanced pharmacology within the curriculum or as a separate course, and;
4. Verification of current national certification from the ACNM Certification Council. If certified prior to January 1, 1996, evidence of enrollment in the Continuing Competency Assessment Program of the American College of Nurse-Midwives, which bears current cycle dates, must be provided.

(b) Beginning January 1, 1999, for initial authority to practice as a certified nurse midwife, and applicant must submit an official transcript which verifies completion/graduation with a master's or higher degree in nursing or a graduate degree with a concentration in nurse-midwifery, evidence of advanced pharmacology within the curriculum or as a separate course, in addition to the requirements stated in 410-11-.02(3)(a) 1., 2. and 4.

(4) Biennial Renewal of Board Authorization to Practice as a Certified Nurse-midwife:

(a) The date for renewal of Board authorization as a certified nurse-midwife will coincide with the renewal of the registered professional nurse license.

(b) Authorization to practice as a certified nurse-midwife shall expire on January 31st of odd-numbered years and shall be administratively revoked if not renewed.

(c) For continued authority to practice, the certified nurse-midwife must submit:

1. A completed renewal application for advanced nursing practice;
2. A copy of current national certification with expiration date from the ACNM Certification Council. If certified prior to January 1, 1996, evidence of enrollment in the Continuing Competency Assessment Program of the American College of Nurse-Midwives, which bears current cycle dates must be provided.
3. Payment of the renewal fee.

(d) A renewal application, received with a postmark date after January 31 of odd numbered years, will be returned to the applicant. Thereafter, the applicant must apply to reinstate the authorization.

410-11-.03 Rules for Nurse Practitioners.

(1) Definition.

(a) A nurse practitioner is a registered professional nurse who is recognized by the Board to engage in advanced practice registered nursing.

(b) The nurse practitioner practices in a manner consistent with Chapter 410-13 of the Georgia Board of Nursing Rules and Regulations.

(2) Scope and Standards of Practice for the Nurse Practitioner:

(a) The nurse practitioner provides advanced practice nursing care and medical services specific to the nurse practitioner respective specialty to individuals, families and groups, emphasizing health promotion and disease prevention as well as the diagnosis and management of acute and chronic diseases. The nurse practitioner collaborates as necessary with a variety of individuals to diagnose and manage clients' health care problems.

(b) The nurse practitioner practices in a manner consistent with the nationally recognized nursing practice standards for the respective nurse practitioner specialty that is consistent with the Board-recognized national certification organization identified in Rule 410-11-.12.

(3) Requirements for initial authority to Practice as a Nurse Practitioner:

(a) Evidence of current licensure as a registered professional nurse in Georgia;

(b) A completed Board application with required fee;

(c) Official transcript which verifies graduation with a master's or higher degree in nursing for the respective nurse practitioner specialty or a graduate level post-master's certificate in an advanced practice registered nurse practitioner specialty and evidence of advanced pharmacology within the curriculum or as a separate course, advanced physical assessment, and pathophysiology.

(d) Verification of current national certification from the respective Board-recognized certifying organization.

(4) The applicant must document one of the following within in four (4) years immediately preceding the date of current application:

(a) 500 hours of practice as an advanced practice registered nurse;

(b) Graduation from a nursing education program or a graduate level post-master's certificate in an advanced practice registered nurse practitioner specialty; or

(c) Completion of a Georgia Board-approved advanced practice registered nurse reentry/refreshers program.

(5) An applicant who is unable to meet the requirements of (4)(a), (b), or (c) must satisfactorily complete the following:

(a) 40 hours of study relevant to advanced registered nursing practice within one (1) year of the date of application. Relevant advanced practice registered nurse study must include at least four (4) Different content areas. The Board may waive the 40 hours of study if the applicant has passed a national recognized certification organization examination within the four (4) years immediately preceding the date of current application.

(b) Current health care provider course of cardio-pulmonary resuscitation unless completed within one (1) year of the date of application with a Georgia Board of Nursing approved RN reentry;

(c) Study of the Georgia Registered Professional Nurse Practice Act, O.C.G.A. §§ 43-26-1 *et seq.* and Board rules; and

(d) 160 hours of relevant advanced practice registered nursing supervised by an advanced practice registered nurse in a comparable specialty area and in accordance with other Board criteria.

(6) Biennial Renewal of Board Authorization to Practice as a Nurse Practitioner:

(a) The date for renewal of Board authorization as a nurse practitioner will coincide with the renewal license period. Authorization shall be administratively revoked if not renewed.

(b) For continued authority to practice, the nurse practitioner must:

1. Renew licensure as a registered professional nurse in Georgia;
2. Submit a completed renewal application for advanced nursing practice;
3. Attest to advanced practice registered nurse practice in accordance with applicable Georgia laws and rules; and
4. Submit payment of the renewal fee.

(c) Any licensee who fails to renew authorization must apply to reinstate the authorization.

410-11-.04 Rules for Certified Registered Nurse Anesthetists. Amended.

(1) Definition

(a) A certified registered nurse anesthetist is a registered professional nurse who has completed/graduated from a post-basic educational program for nurse anesthetists which includes theoretical and practical components and evidence of advanced pharmacology, is currently certified/recertified by the National Board of Certification and Recertification for Nurse Anesthetists, and is authorized to practice by the Board.

(2) Scope and Standards of Practice for the Certified Registered Nurse Anesthetist. The certified registered nurse anesthetist (CRNA) provides anesthesia and related care services in four general categories:

- (a) Preanesthetic preparation and evaluation;
- (b) Anesthesia induction, maintenance, and emergence;
- (c) Perianesthetic and clinical support functions; and
- (d) Postanesthesia care.

The certified registered nurse anesthetist must practice in accordance with Board approved American Association of Nurse Anesthetists' current *Guidelines and Standards for Nurse Anesthesia Practice*.

(3) Requirements to practice as a Certified Registered Nurse Anesthetist.

(a) An applicant who has graduated from an approved nurse anesthesia educational program prior to January 1, 1999, who submits the following items may be authorized to practice as a certified registered nurse anesthetist:

- (1) Evidence of current licensure as a registered professional nurse in Georgia;
- 2. A completed Board application with required fee;
- 3. Official transcript which verifies completion/graduation from a post-basic educational program for certified registered nurse anesthetists which includes theoretical and practical components and evidence of advanced pharmacology; and
- 4. Verification of current national certification/recertification from the National Board of Certification and Recertification for Nurse Anesthetists.

(b) An applicant who graduates from an approved nurse anesthesia education program on or after January 1, 1999, who submits the following items may be authorized to practice as a certified registered nurse anesthetist:

- 1. Evidence of current licensure as a registered professional nurse in Georgia;
- 2. A completed Board application with required fee;
- 3. Official transcript which verifies completion/graduation with a master's or higher degree in nursing with a concentration in anesthesia and evidence of advance pharmacology or a graduate degree with a concentration in anesthesia and evidence of advance pharmacology; and
- 4. Verification of current national certification/recertification from the National Board of Certification and Recertification for Nurse Anesthetists

(4) Biennial Renewal of Board authorization to practice as a Certified Registered Nurse Anesthetist.

(a) The data for renewal of Board authorization as a certified registered nurse anesthetist will coincide with the renewal of the registered professional nurse license.

(b) Authorization to practice as a certified registered nurse anesthetist shall expire on January 31st of odd-numbered years and shall be administratively revoked if not renewed.

(c) For continued authority to practice, the certified registered nurse anesthetist must submit:

- 1. A completed renewal application for advanced nursing practice;
- 2. A copy of current national certification/recertification as a certified registered nurse anesthetist which bears the expiration date; and
- 3. Payment of the renewal fee.

(d) A renewal application, received with a postmark date after January 31 of odd numbered years, will be returned to the applicant. Thereafter, the applicant must apply to reinstate the authorization.

410-11-.05 Rules for Clinical Nurse Specialists, Psychiatric/Mental Health

(1) Definition

(a) A clinical nurse specialist, psychiatric/mental health, is a registered professional nurse who has graduated from a program of graduate study and supervised practice; has demonstrated depth and breadth of knowledge, competence and skill in the advanced practice of psychiatric/mental health nursing; and is authorized to practice by the Board.

(2) Scope and Standards of Practice for the Clinical Nurse Specialist, Psychiatric/Mental Health.

(a) The clinical nurse specialist, psychiatric/mental health, (CNS/PMH), is an advanced practice registered nurse who provides a full range of nursing services from mental health promotion to mental illness rehabilitation. As a primary mental health care provider, the clinical nurse specialist, psychiatric/mental health, provides psychotherapy, clinical supervision, consultation, and liaison services. The clinical nurse specialist, psychiatric/mental health, must practice in accordance with the Board-approved current standards of the

American Nurses Association's *A Statement on Psychiatric-Mental Health Clinical Nursing Practice and Standards of Psychiatric-Mental Health Clinical Nursing Practice*.

(3) Requirements to Practice as a Clinical Nurse Specialist, Psychiatric/Mental Health.

(a) Prior to January 1, 1999, an applicant who submits the following items may be authorized to practice as a clinical nurse specialist in psychiatric/mental health:

1. Evidence of current licensure as a registered professional nurse in Georgia;
2. Completed Board application with required fee; and
3. Official transcript which verifies a master's or higher degree in nursing with specialization in psychiatric/mental health nursing which includes a minimum of two (2) graduate courses in psychiatric/mental health nursing, supervised practice for each of the two (2) graduated courses and evidence of advanced pharmacology within the curriculum or as a separate course; or verification of current national certification as a clinical nurse specialist in psychiatric/mental health from the American Nurses Credentialing Center and evidence of advance pharmacology.

(b) Beginning January 1, 1999, an applicant requesting initial authority to practice as a clinical nurse specialist, psychiatric/mental health must submit the following:

1. Evidence of current licensure as a registered professional nurse in a Georgia;
2. A completed Board application with required fee;
3. Official transcript which verifies a master's or higher degree in nursing with specialization in psychiatric/mental health nursing which includes a minimum of two (2) graduate courses in psychiatric/mental health nursing, supervised practice for each of the two (2) graduate courses and evidence of advanced pharmacology within the curriculum or as a separate course; and
4. Verification of current national certification as a clinical nurse specialist in psychiatric/mental health from the American Nurses Credentialing Center.

(4) Biennial renewal of Board Authorization to Practice as a Clinical Nurse Specialist, Psychiatric/Mental Health:

(a) The date for renewal of Board Authorization as a clinical nurse specialist, psychiatric/mental health, will coincide with the renewal of the registered professional nurse license.

(b) Authorization to practice as a clinical nurse specialist, psychiatric/mental health, shall expire on January 31 of odd-numbered years and shall be administratively revoked if not renewed.

(c) For continued authority to practice, the clinical nurse specialist, psychiatric/mental health, must submit:

1. A completed renewal application for advanced nursing practice;
2. A copy of current national certification as a clinical nurse specialist, psychiatric/mental health which bears the expiration date, if initial authorization was based on national certification; and
3. Payment of the renewal fee.

(d) A renewal application, received with a postmark date after January 31 of odd numbered years, will be returned to the applicant. Thereafter, the applicant must apply to reinstate the authorization.

Rule 410-11-.06 Rules for Clinical Nurse Specialists

(1) Definition:

A clinical nurse specialist ("CNS") is a registered professional nurse who has graduated from a program of graduate study and supervised practice; who holds a master's degree or other graduate degree from an approved nursing education program; who holds national board certification in his or her area of specialty; and is authorized to practice as an advanced practice registered nurse by the Board.

(2) Scope and Standards of Practice for the Clinical Nurse Specialist.

The clinical nurse specialist ("CNS") is an advanced practice registered nurse who provides a full range of nursing services from health promotion to illness rehabilitation. The clinical nurse specialist provides clinical supervision, consultation, and liaison services to nurses, patients and healthcare systems. The clinical nurse specialist must practice in accordance with the current standards of the national certifying organizations listed in Rule 410-11-.12 by which clinical nurse specialists are currently certified.

(3) Requirements to Practice as a Clinical Nurse Specialist.

(a) Beginning January 1, 2012, all applicants seeking initial authorization as an advance practice registered nurse to practice as a clinical nurse specialist ("CNS") shall meet the following requirements:

1. Evidence of current licensure as a registered professional nurse in Georgia;
2. Completed Board authorization application with required fee;
3. Official transcript which verifies a master's or higher degree in nursing or a post-masters certificate from an approved nursing education program with specialization as a Clinical Nurse Specialist that includes evidence of advanced pharmacology, advanced physical assessment, and advanced pathophysiology within the curriculum or as a separate course.
4. Verification of current national certification as a clinical nurse specialist from the American Nurses Credentialing Center or approved national certifying body listed in Rule 410-12-.12.

(b) All applicants must document one of the following within four (4) years immediately preceding the date of the current authorization application:

1. 500 hours of practice as a CNS;
2. An official transcript which verifies a masters or higher degree in nursing or a post master's certificate from an approved nursing education program with a specialization as a Clinical Nurse Specialist; or
3. Completion of a Board approved advanced practice registered nurse reentry/refreshers program consisting of forty (40) hours of study and one hundred and sixty hours (160) hours of supervised clinical practice within the four (4) years immediately preceding the date of application.

(c) Biennial renewal of board authorization to practice as a clinical nurse specialist:

1. The date for renewal of board authorization as a clinical nurse specialist will coincide with the renewal of the registered professional nurse license.
2. Authorization to practice as a clinical nurse specialist shall be administratively revoked if not renewed prior to the date of expiration.
3. For renewal of APRN-CNS authority to practice, the clinical nurse specialist must submit:
 - (i) A completed authorization renewal application for advanced nursing practice;
 - (ii) Maintain current national certification as a clinical nurse specialist;
 - (iii) Upon notification of Board audit, submit proof of current national certification as a clinical nurse specialist which bears the certification expiration date; and
 - (iv) Payment of the authorization renewal fee.
4. A renewal application, received with a postmark date after the date of authorization expiration, will not be accepted by the Board for renewal purposes. Thereafter, the applicant must apply to reinstate the authorization.
5. Renewal of a license to practice as a registered professional nurse shall not constitute renewal of authorization to practice as a CNS.

410-11-.07 Failure of the Examination.

An applicant who fails the national certification examination shall not engage in advanced nursing practice until such time as all requirements are met and written authorization to practice as a certified nurse-midwife, nurse practitioner, certified registered nurse anesthetist, clinical nurse specialist or clinical nurse specialist in psychiatric/mental health is issued by the Board.

410-11-.08 Temporary Authority to Practice.

- (1) Temporary authority to practice as a certified nurse-midwife, nurse practitioner, certified registered nurse anesthetist, clinical nurse specialist or clinical nurse specialist in psychiatric/mental health may be issued to a registered nurse who is an applicant for authorization for advanced practice nursing under the following circumstances:
 - (a) The Applicant has met all requirements for Board authorization but the Board review of the application is delayed due to an investigation of a possible period of questionable unauthorized nursing practice; or
 - (b) The Applicant has met all the requirements for Board authorization except current national certification because such certification has expired, and the applicant must meet specific practice requirements for recertification.
- (2) Temporary authorization may be issued for a period of up to six (6) months, and may be renewable once for a period of up to six (6) months.

410-11-.09 Unauthorized Practice.

An applicant who is employed or engaged in advanced nursing practice as a certified nurse-midwife, nurse practitioner, certified registered nurse anesthetist, clinical nurse specialist or clinical nurse specialist in psychiatric/mental health in Georgia prior to Board authorization for such practice shall be in violation of 410-11-.01(4). Such conduct may result in action taken by the Board which may include a reprimand and fine as follows:

- (a) A private or public reprimand and
- (b) A fine:
 1. Of \$50.00 per month (up to \$250.00) for practice between two (2) and six (6) months, or any portion thereof;
 2. Of \$75.00 per month each additional month, or portion thereof, between seven (7) and twelve (12) months;
 3. At the Board's discretion for unauthorized practice extending over one (1) year.

410-11-.10 Revocation or Suspension

As provided on O.C.G.A. §§ 43-1-19 and 43-26-11, the Board may revoke, suspend, or otherwise discipline the registered professional nurse license and/or the authority to practice as a certified nurse-midwife, nurse practitioner, certified registered nurse anesthetist, clinical nurse specialist in psychiatric/mental health, or anyone so authorized who demonstrates unprofessional conduct according to 410-10-.03, fails to comply with current scope and standards of practice according to 410-11-.02(2), 410-11-.03(2), 410-11-.04(2), or 410-11-.05(2), or who fails to maintain national certification and/or continuing competency requirements.

410-11-.11 Reinstatement of Authorization

- (1) An advanced practice registered nurse whose authorization has expired may be eligible for reinstatement of authorization.
- (2) The applicant must:
 - (a) Submit a completed reinstatement application, photograph and required fee;
 - (b) Request the appropriate national certifying organization to verify current certification on a form provided by the Board; and
 - (c) Be able to document three (3) months or 500 hours of licensed practice as a registered nurse (or advanced practice registered nurse) during the four (4) years immediately preceding the date of current application.
- (3) An applicant who is unable to meet the requirement of 410-11-(2)(c) must comply with similar requirements of 410-4-.04 for an advanced practice registered nurse.

410-11-.12 Recognition of National Certifying Organizations for Advanced Nursing Practice.

- (1) The Board recognizes certification by: The American Midwifery Certification Board; American Academy of Nurse Practitioners; National Certification Corporation; Pediatric Nursing Certification Board; National Board of Certification and Recertification for Nurse Anesthetists; American Nurses Credentialing Center; and the American Association of Critical-Care Nurses Certification Corporation for titles recognized in Rules Chapter 410-11.
- (2) The Board may discontinue recognition of a certifying organization if it deems that the respective certification process does not provide an accurate evaluation of the individual's ability to engage in advanced nursing practice.

410-11-.13 Regulation of Protocol Use By Advanced Practice Registered Nurses as Authorized by O.C.G.A. § 43-34-26.1.

- (1) The general purpose of these rules is to assist in protecting and safeguarding the public by regulating the practice of advanced practice registered nurses who use protocols as authorized by O.C.G.A. § 43-34-23.
- (2) An advanced practice registered professional nurse who uses a protocol as authorized by O.C.G.A. §43-34-23 shall:
 - (a) Hold a current license to practice as a registered nurse in Georgia;
 - (b) Hold a current authorization as an advanced practice registered nurse in Georgia;
 - (c) Adhere to a written nurse protocol which is a written document mutually agreed upon and signed by the nurse and licensed physician which specifies delegated medical acts delegated by the physician to the nurse and provides for immediate consultation with the delegating physician or a physician designated in the absence of the delegating physician; and
 - (d) Document preparation and performance specific to each medical act authorized by a written nurse protocol, including the ordering and administering of controlled substances, ordering and dispensing of dangerous drugs, and ordering medical treatments and diagnostic studies in accordance with O.C.G.A. § 43-34-23.
- (3) The nurse protocol agreement used by an advanced practice registered nurse under the provisions of O.C.G.A. § 43-34-23 shall comply with the following criteria:
 - (a) Shall be in writing and signed by the advanced practice nurse and the delegating physician;
 - (b) Shall be dated, available upon request and specify parameters under which medical acts delegated by the physician may be performed;
 - (c) Shall include provisions for periodic review of patient records by the delegating physician;
 - (d) Shall be reviewed, revised or updated annually;
 - (e) Shall include a provision for immediate consultation with the delegating physician or a physician designated in the absence of the delegating physician;
 - (f) Shall contain written provisions regarding the procedure for dispensing dangerous drugs which comply with O.C.G.A. §§ 43-34-23 (a)(3), (3.1), (4), and (5), if the dispensing of dangerous drugs is included as a delegated medical act in the nurse protocol agreement; and
 - (g) Shall contain written provisions regarding the procedure for ordering controlled substances which comply with paragraph (b)(1) of O.C.G.A. § 43-34-23, if the ordering of controlled substances is included as a delegated medical act in the nurse protocol agreement.

410-11-.14 Regulation of Protocol Use By Advanced Practice Registered Nurses as Authorized by O.C.G.A. § 43-34-26.3.

- (1) An advanced practice registered nurse ("APRN") who uses a protocol authorized by O.C.G.A. § 43-34-25 shall:
 - (a) Hold a current license to practice as a registered professional nurse in Georgia;
 - (b) Hold a current authorization to practice as an advanced practice registered nurse in Georgia;
 - (c) Adhere to a written nurse protocol agreement that is dated and signed by the APRN, the delegating physician, and any other designated physician(s); the APRN's area of practice shall be in the same or comparable specialty as that of the delegating physician; the protocol shall specify the medical acts delegated to the APRN as provided by O.C.G.A. § 43-34-25 and shall provide for immediate consultation with the delegating physician or a designated physician if the delegating physician is not available; and

- (d) Document preparation and performance specific to each medical act authorized by the written nurse protocol agreement including ordering drugs, medical treatments or diagnostic studies, medical devices, or, in life threatening situations, radiographic imaging tests.
- (2) An APRN may practice under a nurse protocol agreement authorized by O.C.G.A. § 43-34-25 if the nurse protocol agreement adheres to the following criteria:
- (a) Shall bear a current review date; be available upon request; and specify parameters under which delegated medical acts may be performed to include kinds of diagnostic studies which may be ordered, the extent to which radiologic image tests may be ordered, provisions for the reading and interpretation of such tests by a physician who is trained in the reading and interpretation of the tests, circumstances under which prescription drug orders may be executed, number of refills which may be ordered, include a frequency of follow up review of the patient by the physician, including patients who are on controlled substances;
 - (b) Shall include a schedule for periodic review of patient records by the delegating physician, which records review may be achieved with a sampling of such records as determined by the delegating physician;
 - (c) Shall be reviewed, revised or updated annually by the APRN, the delegating physician, and any designated physician;
 - (d) Shall include a provision for immediate consultation with the delegating physician or a physician designated in the absence of the delegating physician; and
 - (e) Shall comply with the provisions of O.C.G.A. §43-34-25 regarding prescription drug orders placed by an APRN for a drug or medical device including, but not limited to, the following:
 1. No prescription drug orders submitted by an APRN for Schedule I or II controlled substances;
 2. No refills of any drug for more than 12 months from the date of the original Order, except in the case of oral contraceptives, hormone replacement therapy, or prenatal vitamins, which may be refilled for a period of 24 months;
 3. No drug order or medical device that may result in the performance or occurrence of an abortion, including the administration, prescription or issuance of a drug order that is intended to cause an abortion to occur pharmacologically;
 4. Written prescription drug orders shall be signed by the APRN, be written on forms that comply with the nurse protocol agreement, and such forms shall contain the information required by paragraph (d) of O.C.G.A. § 43-34-25;
 5. A written provision in the nurse protocol agreement authorizing the APRN to request, receive, and sign for professional samples, and to distribute them to patients in accordance with a list of professional samples approved by the delegating physician that is maintained by the office or facility where the APRN works and that requires the documentation of each sample received and dispensed; and
 6. Compliance with applicable state and federal laws and regulations pertaining to the ordering, maintenance, and dispensing of drugs.
- (3) Only four (4) advanced practice registered nurses may enter into a nurse protocol agreement with a delegating physician at any one time under O.C.G.A § 43-34-25, except this limitation shall not apply to an APRN that is practicing in the following settings:
- (a) In a hospital licensed under Title 31;
 - (b) In any college or university as defined in Code Section 20-8-1;
 - (c) In the Department of Public Health;
 - (d) In any county board of health;
 - (e) In any free health clinic;
 - (f) In a birthing center;
 - (g) In any entity:
 1. Which is exempt from federal taxes pursuant to Section 501(c)(3) of the Internal Revenue Code, as defined in Code Section 48-1-2, and primarily serves uninsured or indigent Medicaid and Medicare patients; or
 2. Which has been established under the authority of or is receiving funds pursuant to 42 U.S.C. Section 254b or 254c of the United States Public Health Service Act;
 - (h) In any local board of education which has a school nurse program; or
 - (i) In a health maintenance organization that has an exclusive contract with a medical group practice and arranges for the provision of substantially all physician services to enrollees in health benefits of the health maintenance organization.

Fort moved to adopt Rule 410-12 as posted. Phipps seconded the motion and it carried unanimously.

RULES CHAPTER 410-12 MANDATORY REPORTING

410-12-.01 Mandatory Reporting

- (1) A nurse shall report names of subject individuals to the Georgia Board of Nursing if the nurse has reasonable cause to believe that any other nurse has violated any of the grounds for discipline provided in paragraph (4) of this rule.
- (a) A nurse is not required to duplicate a report if he or she has reasonable cause to believe that such report has been made to the Board.
 - (b) A licensed health care professional is not required to report a nurse to the Board under O.C.G.A. § 43-26-51 or this rule as a result of professional knowledge obtained in the course of the health care professional-patient relationship when the nurse is the patient.

(2) Hospitals, nursing homes, temporary staffing agencies, and other employers of registered professional nurses, advanced practice registered nurses, or licensed practical nurses shall report to the Georgia Board of Nursing, or ensure that such report has in fact been made to the Board, the name of any nurse whose employment has been terminated or who has resigned in order to avoid termination for any reasons provided in paragraph (4) of this rule.

(3) A state agency that licenses, registers, or certifies hospitals, nursing homes, home health agencies, or other types of health care facilities, or surveys one of these facilities or agencies, shall report to the Georgia Board of Nursing, or ensure that such report has in fact been made to the Board, when such state agency has evidence that a nurse has violated the provisions of paragraph (4) of this rule.

(4) A nurse must be reported to the Board for the following conduct:

(a) Practicing nursing as a registered professional nurse, an advanced practice registered nurse, or a licensed practical nurse, without a valid, current license, except as otherwise permitted under Code Section 43-26-12 or 43-26-41, as applicable;

(b) Practicing nursing as a registered professional nurse, an advanced practice registered nurse, or a licensed practical nurse under cover of any diploma, license, or record illegally or fraudulently obtained, signed, or issued;

(c) Practicing nursing as a registered professional nurse, an advanced practice registered nurse, or a licensed practical nurse during the time the applicable license is suspended, revoked, surrendered, or administratively revoked for failure to renew;

(d) Using any words, abbreviations, figures, letters, title, sign, card, or device implying that such person is a registered professional nurse, an advanced practice registered nurse, or a licensed practical nurse unless such person is duly licensed or recognized by the applicable board to practice as such under the provisions of this chapter;

(e) Fraudulently furnishing a license to practice nursing as a registered professional nurse, an advanced practice registered nurse, or a licensed practical nurse;

(f) Knowingly aiding or abetting any person in violating this chapter;

(g) While holding a license as a nurse, convicted of any felony, crime involving moral turpitude, or crime violating a federal or state law relating to controlled substances or dangerous drugs in the courts of this state, any other state, territory, or country, or in the courts of the United States, including, but not limited to, a plea of nolo contendere entered to the charge; or

(h) While holding a license as a nurse, currently or previously displaying an inability to practice nursing as a registered professional nurse, an advanced practice registered nurse, a licensed undergraduate nurse, or a licensed practical nurse with reasonable skill and safety due to use of alcohol, drugs, narcotics, or chemicals.

(i) An error that contributed to a patient's death or serious harm.

(j) A violation of the Board's Unprofessional Conduct Rule 410-10-.03

410-12-.02 Reporting of Minor Incidents

(1) The Georgia Board of Nursing believes that the protection of the public is not enhanced by the reporting of every minor incident that may be a violation of the Georgia Nurse Practice Act or a Board rule. This is particularly true when there are mechanisms in place in the nurse's practice setting to identify nursing errors, detect patterns of practice, and take corrective action to remediate deficits in a nurse's judgment, knowledge, training, or skill. This rule is intended to provide guidance to nurses, nursing peer review committees and others in determining whether a nurse has engaged in conduct that indicates the nurse's continued practice would pose a risk of harm to patients or others and should be reported to the board.

(2) A minor incident is defined by the Board as conduct by a nurse that may be a violation of the Nurse Practice Act or a Board rule but does not indicate the nurse's continued practice poses a risk of harm to a patient or another person.

(3) When evaluating if conduct must be reported to the Board the following factors should be considered:

(a) A nurse involved in a minor incident need not be reported to the Board unless the conduct indicates the nurse:

1. Ignored a substantial risk that exposed a patient or other person to significant physical, emotional or financial harm or the potential for such harm;

2. Lacked a conscientious approach to or accountability for his/her practice;

3. Lacked the knowledge and competencies to make appropriate clinical judgments and such knowledge and competencies cannot be easily remediated; or

4. Has engaged in a pattern of multiple minor incidents that demonstrate the nurse's continued practice would pose a risk of harm to patients or others.

(4) Other factors that may be considered in determining whether a minor incident should be reported to the Board are:

(a) The significance of the nurse's conduct in the particular practice setting; and

(b) The presence of contributing or mitigating circumstances, including systems issues or factors beyond the nurse's control, in relation to the nurse's conduct.

(5) When evaluating whether multiple incidents constitute grounds for reporting it is the responsibility of the nurse manager, supervisor or peer review committee to determine if the

minor incidents indicate a pattern of practice that demonstrates the nurse's continued practice poses a risk and should be reported.

(6) Regardless of the time frame or number of minor incidents, if a nurse manager or supervisor believes the minor incidents indicate a pattern of practice that poses a risk of harm that cannot be remediated, the nurse should be reported to the Board.

Barton moved that the formulation and adoption of these rules does not impose excessive regulatory cost on any licensee and any cost to comply with the proposed rules cannot be reduced by a less expensive alternative that fully accomplishes the objectives of the applicable laws as required by O.C.G.A. § 50-13-4. Scott seconded the motion and it carried unanimously.

REPEAL RULES

Shilling moved to repeal Rule 410 – 13, and to post a notice of intent to repeal Rule 400-1, Rule 400-2, Rule 400-3, Rule 400-4, Rule 400-5 and Rule 400-6. Phipps seconded the motion and it carried unanimously.

RULES CHAPTER 410-13 REGULATION OF PROTOCOL USE BY REGISTERED NURSES

~~410-13-.01 Regulation of Protocol Use By Advanced Practice Registered Nurses as Authorized by O.C.G.A. § 43-34-26.1.~~

~~(1) The general purpose of these rules is to assist in protecting and safeguarding the public by regulating the practice of advanced practice registered nurses who use protocols as authorized by O.C.G.A. § 43-34-23.~~

~~(2) An advanced practice registered professional nurse who uses a protocol as authorized by O.C.G.A. §43-34-23 shall:~~

~~(a) hold a current license to practice as a registered nurse in Georgia;~~

~~(b) hold a current authorization as an advanced practice registered nurse in Georgia;~~

~~(c) adhere to a written nurse protocol which is a written document mutually agreed upon and signed by the nurse and licensed physician which specifies delegated medical acts delegated by the physician to the nurse and provides for immediate consultation with the delegating physician or a physician designated in the absence of the delegating physician; and~~

~~(d) document preparation and performance specific to each medical act authorized by a written nurse protocol, including the ordering and administering of controlled substances, ordering and dispensing of dangerous drugs, and ordering medical treatments and diagnostic studies in accordance with O.C.G.A. §43-34-23.~~

~~(3) The nurse protocol agreement used by an advanced practice registered nurse under the provisions of O.C.G.A. § 43-34-23 shall comply with the following criteria:~~

~~(a) shall be in writing and signed by the advanced practice nurse and the delegating physician;~~

~~(b) shall be dated, available upon request and specify parameters under which medical acts delegated by the physician may be performed;~~

~~(c) shall include provisions for periodic review of patient records by the delegating physician;~~

~~(d) shall be reviewed, revised or updated annually;~~

~~(e) shall include a provision for immediate consultation with the delegating physician or a physician designated in the absence of the delegating physician;~~

~~(f) shall contain written provisions regarding the procedure for dispensing dangerous drugs which comply with O.C.G.A. §§ 43-34-23 (a)(3), (3.1), (4), and (5), if the dispensing of dangerous drugs is included as a delegated medical act in the nurse protocol agreement; and~~

~~(g) shall contain written provisions regarding the procedure for ordering controlled substances which comply with paragraph (b)(1) of O.C.G.A. § 43-34-23, if the ordering of controlled substances is included as a delegated medical act in the nurse protocol agreement.~~

~~410-13-.02 Regulation of Protocol Use By Advanced Practice Registered Nurses as Authorized by O.C.G.A. § 43-34-26.3.~~

~~(1) An advanced practice registered nurse ("APRN") who uses a protocol authorized by O.C.G.A. § 43-34-25 shall:~~

~~(a) hold a current license to practice as a registered professional nurse in Georgia;~~

~~(b) hold a current authorization to practice as an advanced practice registered nurse in Georgia;~~

~~(c) adhere to a written nurse protocol agreement that is dated and signed by the APRN, the delegating physician, and any other designated physician(s); the APRN's area of practice shall be in the same or comparable specialty as that of the delegating physician; the protocol shall specify the medical acts delegated to the APRN as provided by O.C.G.A. § 43-34-25 and shall provide for immediate consultation with the delegating physician or a designated physician if the delegating physician is not available; and~~

~~(d) document preparation and performance specific to each medical act authorized by the written nurse protocol agreement including ordering drugs, medical treatments or diagnostic studies, medical devices, or, in life threatening situations, radiographic imaging tests.~~

~~(2) An APRN may practice under a nurse protocol agreement authorized by O.C.G.A. § 43-34-25 if the nurse protocol agreement adheres to the following criteria:~~

- (a) shall bear a current review date; be available upon request; and specify parameters under which delegated medical acts may be performed to include kinds of diagnostic studies which may be ordered, the extent to which radio logic image tests may be ordered, provisions for the reading and interpretation of such tests by a physician who is trained in the reading and interpretation of the tests, circumstances under which prescription drugs orders may be executed, number of refills which may be ordered, include a frequency of follow up review of the patient by the physician, including patients who are on controlled substances;
- (b) shall include a schedule for periodic review of patient records by the delegating physician, which records review may be achieved with a sampling of such records as determined by the delegating physician;
- (c) shall be reviewed, revised or updated annually by the APRN, the delegating physician, and any designated physician;
- (d) shall include a provision for immediate consultation with the delegating physician or a physician designated in the absence of the delegating physician; and
- (e) shall comply with the provisions of O.C.G.A. §43-34-25 regarding prescription drug orders placed by an APRN for a drug or medical device including, but not limited to, the following:
 - 1. no prescription drug orders submitted by an APRN for Schedule I or II controlled substances;
 - 2. no refills of any drug for more than 12 months from the date of the original Order, except in the case of oral contraceptives, hormone replacement therapy, or prenatal vitamins, which may be refilled for a period of 24 months;
 - 3. no drug order or medical device that may result in the performance or occurrence of an abortion, including the administration, prescription or issuance of a drug order that is intended to cause an abortion to occur pharmacologically;
 - 4. written prescription drug orders shall be signed by the APRN, be written on forms that comply with the nurse protocol agreement, and such forms shall contain the information required by paragraph (d) of O.C.G.A. § 43-34-25;
 - 5. a written provision in the nurse protocol agreement authorizing the APRN to request, receive, and sign for professional samples, and to distribute them to patients in accordance with a list of professional samples approved by the delegating physician that is maintained by the office or facility where the APRN works and that requires the documentation of each sample received and dispensed; and
 - 6. compliance with applicable state and federal laws and regulations pertaining to the ordering, maintenance, and dispensing of drugs.
- (3) Only four (4) advanced practice registered nurses may enter into a nurse protocol agreement with a delegating physician at any one time under O.C.G.A § 43-34-25, except this limitation shall not apply to an APRN that is practicing in the following settings:
 - (a) In a hospital licensed under Title 31;
 - (b) In any college or university as defined in Code Section 20-8-1;
 - (c) In the Department of Public Health;
 - (d) In any county board of health;
 - (e) In any free health clinic;
 - (f) In a birthing center;
 - (g) In any entity:
 - 1. Which is exempt from federal taxes pursuant to Section 501(c)(3) of the Internal Revenue Code, as defined in Code Section 48-1-2, and primarily serves uninsured or indigent Medicaid and Medicare patients; or
 - 2. Which has been established under the authority of or is receiving funds pursuant to 42 U.S.C. Section 254b or 254c of the United States Public Health Service Act;
 - (h) In any local board of education which has a school nurse program; or
 - (i) In a health maintenance organization that has an exclusive contract with a medical group practice and arranges for the provision of substantially all physician services to enrollees in health benefits of the health maintenance organization.

RULES CHAPTER 400-1 ORGANIZATION

400-1-.01 Organization of Board.

- (1) The purpose of the Georgia Licensed Practical Nurses Practice Act is to protect, promote and preserve the public health, safety and welfare through the regulation and control of practical nursing education and practice. Any person practicing or offering to practice practical nursing for compensation in Georgia shall be licensed under the provisions of the Act, and the rules promulgated in accordance with the Act, as implemented and administered by the Georgia Board of Examiners of Licensed Practical Nurses.
- (2) All Rules and Regulations pertaining to the administration of the Georgia Board of Examiners of Licensed Practical Nurses shall be administered by the Secretary of State through the Professional Licensing Boards Division, located at 237 Coliseum Drive, Macon, GA 31217. The public may obtain information and any necessary forms from the office of the Secretary of State, Professional Licensing Boards Division.
- (3) The Georgia Board of Examiners of Licensed Practical Nurses shall be composed of seven (7) members appointed by the Governor. Board members shall consist of the following: a registered professional nurse, engaged in licensed practical nurse education, a nurse who is an administrator at a hospital or nursing home, four licensed practical nurses and one consumer member. No two members shall be employed by the same employer while serving on the Board. Board members are to serve no more than two

consecutive full terms, a term being three (3) years. However, a member shall continue to serve until a successor is appointed and qualified.

RULES CHAPTER 400-2 LICENSE REQUIREMENTS

400-2-.01 Licensure by Examination

The Board will authorize an applicant for licensure, who has completed and graduated from a nursing education program as defined by O.C.G.A. § 43-26-32, to take the NCLEX-PN Examination after submitting to the Board proof of the following:

- (a) the applicant has successfully completed and graduated from a Board approved nursing education program prior to the licensing examination date;
- (b) the applicant must meet the statutory qualifications to become a licensed practical nurse in Georgia; and
- (c) the required fees have been paid.

400-2-.02 Qualifications: Education Equivalency Candidates; Foreign Graduates for Examination. Amended.

- (1) For purposes of this Rule an education equivalency candidate for examination is any applicant other than one who has completed a Georgia approved school of practical nursing.
- (2) An applicant for examination based on education equivalency who graduated from a nursing program approved by a Board of Nursing in another jurisdiction or foreign country shall have had substantially the same course of study as stated in the minimum curriculum requirements for Georgia approved schools of practical nursing.
- (3) Upon proof of being properly submitted to the Board of the filing date that the applicant has successfully completed the approved nursing curriculum and upon proof that the applicant meets all other statutory qualifications to become a licensed practical nurse in Georgia, and upon proof of payment of proper fees, the Board will allow the applicant to take such examination as prescribed therefor.
- (4) Applicants who have graduated from a nursing program in a foreign country must:
 - (a) Demonstrate English proficiency by submitting passing scores for any one of the following tests: TOEFL, TSE, OR TWE; and
 - (b) Submit nursing credentials to a credentialing evaluation agency acceptable to the Board for evaluation, validation of education and authenticity of documents. Such evaluation should indicate type of nursing program and level of study and be submitted directly to the board office.

400-2-.04 Interstate Endorsement Licensure. Amended

- (1) An applicant for licensure by interstate endorsement must submit a completed application provided by the board and the following:
 - (a) Verification of active practice within the five (5) year period immediately preceding the application by submitting documentation of one of the following:
 - 1. three (3) months or five hundred (500) hours of paid licensed practice as a practical/vocational nurse; or
 - 2. completion of a Board approved reentry/refresher program within the five (5) years immediately preceding the date of current application.
 - 3. the requirement for active practice shall not apply to an applicant who:
 - (i) has graduated from an approved program within one (1) year of the date of application; or
 - (ii) was initially licensed within one (1) year of the date of the application.
 - (b) Verification of the applicant's current licensure, in good standing, as a licensed practical nurse in another jurisdiction.
 - (c) The appropriate fee.
 - (d) Additional verification of any requirements or credentials, as the Board may deem necessary, including, but not limited to, the following:
 - 1. Completion of a board approved practical nursing program or met the educational requirements in such other NCLEX-PN jurisdiction as deemed equivalent to requirements in Georgia.
 - 2. Successful passing of the NCLEX-PN or other Board approved examination.
 - 3. Proof of high school graduation or G.E.D. Certificate.
- (2) Further Training: An applicant for endorsement who is unable to verify active practice of practical nursing as a licensed practical nurse for the five (5) year period which precedes the application shall be required to pursue further training, which may include but is not limited to the following:
 - (a) Successful completion of a board approved practical nursing program followed by taking the licensing examination.
 - (b) A refresher program with a minimum of eighty (80) hours of classroom type instruction and eighty (80) hours of supervised clinical practice.
 - 1. Classroom Type Instruction must be designed to provide instruction in the nursing process, structured medication administration, cardiopulmonary resuscitation; universal precautions; legal/ethical aspects of nursing and health care, and practice skills specific to the agency or areas of practice.

2. Supervised Clinical Practice: must be prior approved by the Board and provide a minimum of eighty (80) hours in selected techniques specific to the agency or area of practice. The applicant must submit to the board for approval each of the following:

- (i) a copy of the current valid license card of the licensed registered nurse, doctor, dentist or podiatrist that will supervise the clinical practice. The licensed supervisor must have been licensed for at least three (3) years.
- (ii) a calendar or outline of the supervised clinical practice and practice areas, including orientation, if applicable
- (iii) a temporary permit must be issued prior to beginning the supervised clinical practice and must be completed within six (6) months of issuance of the temporary permit.
- (iv) at the end of the supervised clinical practice, the licensed supervisor must verify in writing, on a form provided by the Board, that the applicant has satisfactorily completed the supervised clinical practice.

400-2-.05 Examination and Re-Examination.

- (1) The board approved as the official licensing exam the NCLEX-PN examination.
- (2) The Board shall comply with published procedures which protect examination security. Prior to the examination date, each accepted applicant will be sent an admission notice which shall be presented by the applicant for admission to the examination center.
- (3) The passing score for the Georgia licensure examination shall be determined by the Board.
- (4) An individual who has failed the licensure examination may retake the examination after a minimum waiting period of forty five (45) days:
 - (a) the Board administrative staff will mail candidates a re-examination application and instructions upon notification by the exam administrator of a failing score. There is a fee required with the re-exam application. If candidates do not receive a re-examination packet from the Board, a request may be made in writing for a re-examination packet to be mailed to a candidate provided the request for re-examination is within one year of the original application for examination.
 - (b) If the request is not within one year of the original filing date, a new application must be submitted to the Board with the required fee.
- (5) An applicant for examination from an NCLEX jurisdiction who has not passed the examination within 5 years following completion of an approved program will not be eligible to take the examination until the applicant presents proof of successful completion of a Board approved nursing program.
- (6) An applicant for examination from a Non-NCLEX jurisdiction who has not passed the examination within five years from the date of eligibility, will not be eligible to take the examination until the applicant presents proof of successful completion of a Board approved nursing program.

400-2-.06 Temporary Permit.

- (1) Further Training: An applicant for licensure by endorsement or reinstatement required to complete further training through supervised clinical practice may be issued a temporary permit, according to the provisions of law, as follows:
 - (a) The temporary permit shall be valid up to six (6) months or until final action upon the application for licensure by endorsement or reinstatement is taken by the Board and a license is issued, whichever occurs first. In either case, the temporary permit is valid for a period of six (6) months. Any extension of the six (6) month temporary permit shall be at the discretion of the Board.
 - (b) The holder of this temporary permit may obtain supervised clinical practice training under supervision as outlined in the board approved work proposal submitted to the board by the applicant on forms provided by the board.
- (2) Endorsement and Reinstatement: An applicant for licensure by endorsement or reinstatement who has submitted a completed application and provided verification of active practice may be issued a temporary permit according to the provisions of law as follows:
 - (a) Applicant has provided a current copy of their licensed practical/vocational nurse license from a NCLEX jurisdiction.
 - (b) The holder of this temporary permit may perform nursing duties under the supervision of a licensed registered nurse, doctor, podiatrist or dentist.
 - (c) The temporary permit shall be valid up to six (6) months or until final action upon the application for licensure by endorsement or reinstatement is taken by the Board and a license is issued, whichever occurs first. In either case, the temporary permit is valid for a period of six (6) months. Any extension of the six (6) month temporary permit shall be at the discretion of the Board.

400-2-.07 Renewal of License.

- (1) All licenses expire March 31st of all odd years. Each licensed practical nurse shall make application for a renewal of license and pay required fees in U.S. funds only to the Division Director during the specified renewal period prior to the expiration of the license.
- (2) Each license will expire and must be renewed by March 31st of odd numbered years. Licenses not renewed by March 31st of odd numbered years may be renewed by June 30th of that year by the payment of the current renewal fee, plus an additional late renewal fee. See fee schedule. Practicing with an expired license is prohibited by law, and practice during this period may result in disciplinary action for unlicensed practice.

(3) Failure to renew a license by June 30th following the March 31st expiration date shall have the same effect as revocation of a license. Such license shall be deemed to be administratively revoked and may be reinstated at the discretion of the Board. Practicing with an expired or administratively revoked license shall be prohibited by law, and practice during this period may result in disciplinary action for unlicensed practice.

(a) The holder of a license that has been administratively revoked shall be required to make application to the Board for reinstatement pursuant to Rule 400-2-.08 and pay the required fee. Reinstatement of a revoked license is at the sole discretion of the Board.

(b) The holder of a license that has been administratively revoked who continues employment as a licensed practical nurse without a valid license shall, upon substantiation thereof, be subject to disciplinary action as provided by law and Rule in 400-2-.09. Disciplinary sanctions may be imposed by the Board as a condition to reinstatement of a license.

400-2-.08 Reinstatement of License: Requirements.

(1) An applicant for reinstatement must submit a completed application provided by the board and the following:

(a) Verification of active practice by submitting documentation of one of the following within the five (5) years immediately preceding the application:

1. Three (3) months or 500 hours of paid licensed practice as a practical/vocational nurse; or
2. Graduation from a nursing education program within the five (5) years immediately preceding the date of current application; or
3. Completion of a Board-approved reentry/refresher program within the five (5) years immediately preceding the date of current application.

(i) Certification under seal of the applicant's current licensure, in good standing, as a licensed practical nurse in another jurisdiction, if applicable.

(ii) The appropriate fee.

(iii) Additional verification of any requirements or credentials, as the Board may deem necessary.

(2) An applicant for reinstatement who is unable to verify active practice of practical nursing as a licensed practical nurse within the five (5) year period preceding the date of application shall be required to pursue further training which may include, but is not limited to, the following:

(a) Successful completion of a board-approved practical nursing program followed by taking the licensing examination.

(b) A refresher program as described in 400-2-.04 (2)(b).

(c) The licensing examination in use at the time of application.

400-2-.09 Discipline of Licensees: Disciplinary Matters. Amended.

(1) Upon a finding that a violation has occurred, in accordance with O.C.G.A. Secs. 43-26-40 and 43-1-19, the Board shall have the authority to: sanction any license issued, deny a license, or to refuse to renew a license.

(2) It is a misdemeanor for anyone to use the title Licensed Practical Nurse or the abbreviations "LPN" or "GPN" contrary to the provisions of the Georgia Practical Nurses Practice Act and upon conviction thereof shall be punished as a misdemeanor.

(3) Practicing without a valid Georgia license may be grounds of disciplinary sanctions as provided below:

(a) Denial of license;

(b) Public reprimand;

(c) Advisory letter: For practice up to one month;

(d) Levy of fines:

1. Practice over one month but not exceeding three months: fine of \$100.00 per month;

2. Practice over 3 months but not exceeding one year: fine of \$500.00;

3. Practice over one year but not exceeding two years: fine of \$750.00;

4. Practice over two years but not exceeding three years: fine of \$1,000.00;

5. Practice over three years: fine of \$1,000.00 plus an additional fine of \$100.00 for each month worked or portion thereof over three years not to exceed \$5,000.00.

6. Mitigating circumstances can be taken into account in varying the fines, subject to the Board's discretion.

(4) Unprofessional conduct. Defined. Acts which may be defined as unprofessional conduct shall include, but not be limited to the following:

(a) Failure to perform specified duties as assigned by a supervisor, or ordered by a licensed physician or other person so authorized, when duties are within the scope of practice of practical nursing, and for which the LPN has been educated.

(b) Patient abuse, which may include but not be limited to:

1. failure to utilize restraints appropriately;

2. improper administration or withholding life support measures;

3. failure to provide appropriate nourishment, medications, comfort/hygiene and/or social activities;

4. use of profanity and name calling directed at a patient;

5. inappropriate physical contact with a patient.

- (c) Patient abandonment, which may include but not be limited to leaving a facility or patient unattended, without notice, or without appropriate staff relief after the acceptance of patient assignments.
- (d) Inaccurate documentation which may include but is not limited to: the charting of medications on patient records, failure to sign or improperly signing out of controlled substances; and/or erroneous notes in the nurse notes and/or patient records.
- (e) Failure to conform to the Universal Precautions for preventing the transmission of Human Immunodeficiency Virus and Hepatitis B Virus.

400-2-.10 Exemptions. Amended.

Exemptions from Licensure are provided for:

- (a) The performance of auxiliary services in the care of patients when such care and activities do not require the knowledge and skill required of a person practicing practical nursing as a licensed practical nurse and when such care and activities are performed under orders or directions of a licensed physician, licensed dentist, licensed podiatrist, or person licensed to practice nursing as a registered professional nurse.
- (b) No provision in this article shall be construed to require licensure in Georgia as a licensed practical nurse in the incidental care of the sick members of the family, friends, or persons primarily utilized as housekeepers, provided that such care does not constitute the practice of practical nursing within the meaning of this article and individuals do not hold themselves out as being licensed practical nurses.
- (c) Employees of the U.S. Government practicing in a U.S. Government facility, provided that the LPN holds a current active license in a State, Territory or Commonwealth (i.e. Puerto Rico) of the United States, or District of Columbia.
- (d) Persons providing care of the sick with or without compensation when such care is done in connection with the practice of religious tenets of any church or religious group, so long as the persons do not hold themselves out to be licensed practical nurses.
- (e) The practice of practical nursing as a licensed practical nurse by a person currently licensed in another state who is employed by an individual, agency, or corporation located in another state, whose employment responsibilities include transporting patients into, out of, or through this state for a period not to exceed 24 hours.
- (f) LPNs with an active license in another jurisdiction who accompany non-Georgia residents into the state for activities such as conventions, vacations and sporting events, etc.
- (g) The practice of practical nursing by students when such practice is an integral part of a curriculum in a board approved practical nursing education program leading to initial licensure.
- (h) The rendering of assistance by anyone in the case of an emergency.

400-2-.11 Practice, Responsibility, Functions of Licensed Practical Nurses. Amended.

- (1) The practice of licensed practical nursing means the provision of care for compensation, under the supervision of a physician practicing medicine, a dentist practicing dentistry, a podiatrist practicing podiatry, or a registered nurse practicing nursing in accordance with applicable provisions of law. Such care shall relate to the promotion of health, the prevention of illness and injury, and the restoration and maintenance of physical and mental health through acts authorized by the board, which shall include, but not be limited to the following:
 - (a) Participating in patient assessment activities and the planning, implementation, and evaluation of the delivery of health care services and other specialized tasks when appropriately educated and consistent with board rules and regulations;
 - (b) Providing direct personal patient observation, care, and assistance in hospitals, clinics, nursing homes, or emergency treatment facilities, or other health care facilities in areas of practice including, but not limited to: coronary care, intensive care, emergency treatment, surgical care and recovery, obstetrics, pediatrics, outpatient services, dialysis, specialty labs, home health care, or other such areas of practice;
 - (c) Performing comfort and safety measures;
 - (d) Administering treatments and medications by various routes; and
 - (e) Participating in the management and supervision of unlicensed personnel in the delivery of patient care; and
 - (f) performing other specialized tasks as appropriately educated.
- (2) Responsibility: Each individual is responsible for personal acts of negligence under the law. Licensed practical nurses are liable if they perform functions for which they are not prepared by education and experience and for which supervision is not provided.

400-2-.12 Licensee Name and Address Changes. Lost Licenses. Amended.

- (a) Change of name. A licensee shall notify the Board immediately in writing of any name change. A married name shall be added to that by which the person was originally licensed, or a change of name spelling, or deletion of the name by divorce, or change of name by adoption, or change of name from a lay to a religious one (or vice versa), or other legal means, upon notification of this change to the Board accompanied by a copy of the marriage certificate, court order or other legal document, verifying legal status.
- (b) Change of address. A licensee must notify the Board immediately of any change of address by submitting to the Board, in writing, the change of address. If a duplicate identification card is desired, the appropriate fee must accompany the request.

(c) Procedure for lost license. The nurse shall notify the Board immediately if the license is lost or stolen. The licensee is required to complete a form attested by a notary public, supply proper identifying information and submit the required fee for a duplicate license. Refer to Fee Schedule.

RULES CHAPTER 400-3 NURSING EDUCATION PROGRAMS

400-3-.01 General Information. Amended

- (1) A new nursing education program means the initial establishment of a nursing education program or the re-establishment of a closed nursing program. A new nursing education program is approved for one location or address only.
- (2) A new nursing education program in this state shall have applied for and received Board approval as provided in Rule 400-3-.02 prior to the initial enrollment of students.
- (a) The Board Laws and Rules shall be followed in the development of a new nursing education program.
- (b) Graduates of a nursing education program which does not have Board approval shall be denied admission to the licensure examination.
- (c) It is a misdemeanor for any individual, corporation, or association to conduct a nursing education program in this state without Board approval pursuant to O.C.G.A. Sec. 43-26-42(7).
- (3) Any program, which has had Board approval as of the effective date of this Rule shall be permitted to continue operation, unless its approval has been withdrawn.
- (4) Any program whose approval status has been withdrawn pursuant to Rule 400-3-.03(5), must apply for approval as a new nursing education program as provided in Rule 400-3-.02.
- (5) All nursing education programs and affiliated campus locations will be issued the same NCSBN program code number.
- (6) Program Approval Statuses:
 - (a) Developmental Approval. The Board may grant Developmental Approval to a proposed nursing education program when compliance with Board Laws and Rules have been demonstrated pursuant to Rule 400-3-.02(4).
 - (b) Provisional Approval. The Board may grant Provisional Approval to a new nursing education program when compliance with Board Laws and Rules have been demonstrated pursuant to Rule 400-3-.02(8).
 - (c) Full Approval. The Board shall grant Full Approval to a nursing education program which has demonstrated compliance with all Board Laws and Rules.
 1. Full Approval may be granted to a new nursing education program pursuant to Rule 400-3-.02(10).
 2. The Board shall continue Full Approval of a nursing education program, or grant Full Approval to a nursing education program on Conditional Approval, when review of the most recent annual report, the most recent site visit report, the most recent annualized licensing examination passing percentage, for its graduates on their initial examination and any other pertinent data reveals compliance with all Board Laws and Rules.
 3. Full Approval is continuous unless the program is notified in writing to the contrary by the board.
 - (d) Conditional Approval. The Board may impose Conditional Approval on a nursing education program which has demonstrated noncompliance with any of the Board Laws or Rules.
 1. Conditional Approval may be imposed on a new nursing education program pursuant to Rule 400-3-.02(11).
 2. Conditional Approval may be imposed on a nursing education program when review of the most recent annual report, the most recent site visit report, the most recent annualized licensing examination passing percentage for its graduates on their initial examination, or any other pertinent data reveals noncompliance with Board Laws or Rules.

400-3-.02 New Nursing Education Program Development. Amended

- (1) Definitions:
 - (a) "Affiliating Clinical Facility" refers to a contracted health care agency utilized by a sponsoring agency for clinical experience of the students enrolled in a Board-approved nursing education program.
 - (b) "Approved Nursing Education Program" located in this state means a nursing education program approved by the board as meeting criteria established by the board. An "approved nursing education program" located outside this state means a nursing education program that the board has determined to meet criteria similar to and not less stringent than criteria established by the board. In order to be approved by the board, a nursing education program must be one that is offered by:
 1. A unit of the University System of Georgia accredited by the Commission on Colleges of the Southern Association of Colleges and Schools;
 2. An institution of the Technical College System of Georgia;
 3. A postsecondary institution of higher education that is accredited by a regional accrediting agency recognized by the United State Department of Education; or

4. A postsecondary institution of higher education that is not accredited in accordance with subparagraph (3) of this paragraph, but whose curriculum has been determined by the board to meet criteria similar to and not less stringent than criteria established by the board for other approved nursing education programs.

(c) "Campus laboratory" refers to the area in the classroom building which has been designed and organized to simulate the actual hospital patient care setting and where students shall obtain initial practice on each other and/or mannequins prior to experience at the affiliating clinical facilities.

(d) "Clinical learning focus objectives" refer to those outcomes and competencies to be gained by student assignment to a specific affiliating clinical facility and/or area within the agency.

(e) "Clinical rotation plan" refers to the schedule by which students shall be assigned to and rotated through the appropriate experiences available at each affiliating clinical facility.

(f) "Library" refers to published literature, audiovisual aids, and all other educational materials available to faculty and students in the nursing education program.

(g) "Master Curriculum Plan" refers to the written summary showing the sequence of all courses offered in the nursing education program. It includes the number of contact or actual clock hours for each theory and clinical component of each course, the total hours of theoretical and clinical per semester, and the total hours of theory and clinical for the entire program.

1. Theory includes those learning activities which occur in the classroom and campus laboratory setting.

2. Clinical includes pre- and post-conferences, actual patient care experience, and other patient-centered learning activities which occur in the clinical facility.

(h) "Sponsoring Agency" refers to a parent institution of the nursing education program. The parent institution shall provide financial and administrative support during the establishment and operational existence of a Board-approved nursing education program. Any change in the parent institution's accreditation or affiliation shall be reported to the Board within thirty (30) days of such change.

(i) "Survey of need" refers to statements from potential affiliating clinical facilities' on agency letterhead which describe the following:

1. Each agency's current staffing patterns;

2. The current number of vacancies per type of nursing personnel category;

3. The projected utilization of each level of nursing personnel within the facility.

(j) "Syllabus" refers to a written summary of a course in the nursing education program. It includes the course title and number, its credit distribution, placement in the curriculum sequence, prerequisite and co-requisite courses, a course description, learning goals or objectives, related learning activities, and clinical experience, if appropriate.

(2) At least twelve (12) months prior to the initial enrollment of students, the administrator of a sponsoring agency considering establishment of a nursing education program must submit a letter to the Board indicating intent to develop a program. The letter of intent shall include the following information:

(a) "Survey of Need", which demonstrates that current needs cannot be met by existing nursing education programs within a fifty (50) mile radius of the proposed establishment site;

(b) Evidence that adequate clinical facilities are available for student experience;

1. Each potential affiliating clinical facility should submit a letter:

(i) expressing willingness to contract with the proposed new nursing education program for student experience; and

(ii) describing the specifics about nursing programs already utilizing the facility; and

(iii) describing how the new program's clinical experience needs shall be met without overloading the agency.

2. At least three (3) licensed hospital or nursing home beds must be available for every one (1) student practical nurse at any given time;

3. At least 40% of the total required clinical experience hours must be obtained in the hospital setting.

(c) The availability of classroom and campus laboratory facilities and a library for the program;

(d) Evidence of financial resources for the planning, implementation and continuation of the program; and

(e) The estimated number of qualified applicants for initial and future classes.

(3) At least ten (10) months prior to the initial enrollment of students, the administrator of the sponsoring agency shall submit to the Board the following information:

(a) The official name of the proposed nursing education program;

(b) The anticipated starting date of the program, the number of classes to be admitted per calendar year and the time(s) of admission of those classes, and the anticipated maximum number of students to be admitted per class;

(c) The mailing address and other contact information for the program;

(d) A completed Clinical Facilities Information Sheet provided by the board which includes all requested information about the affiliating agencies;

(e) The Clinical Facility Self Study Report from each proposed clinical facility which includes a current contract agreement between the sponsoring agency and the clinical facility.

(4) After the Board has received and reviewed the letter of intent and the materials pursuant to Rule 400-3-.02(2) and (3), the Board shall conduct site visits to the proposed nursing education program and all of its affiliating clinical facilities.

- (a) If compliance with Board Laws and Rules has been demonstrated, the Board will grant Developmental Approval.
- (b) If Developmental Approval is not granted, a written explanation shall be provided to the proposed nursing education program.
- (5) At least eight (8) months prior to the initial enrollment of students, the following materials shall be submitted as Report I:
 - (a) The administrative structure of the sponsoring agency which demonstrates the lines of authority for the new nursing education program;
 - (b) A Nursing Faculty Qualification Record and evidence of current Georgia licensure as a registered nurse which demonstrates compliance with Rule 400-3-.08, of the Practical Nursing Education Program Director or consultant who has been employed to continue the initial development of the new nursing education program;
 - (c) The program purpose, philosophy, and student terminal objectives pursuant to Rule 400-3-.06;
 - (d) A Master Curriculum Plan as described in Rule 400-3-.02(1)(f) and consistent with Rule 400-3-.07;
 - (e) The syllabi for all courses in the curriculum as described in Rule 400-3-.02(1)(j);
 - (f) Access to school/program catalog;
 - (g) All program and student policies as required by Rule 400-3-.10 (2).
- (6) At least four (4) months prior to the initial enrollment of students, the following materials pertaining to each course to be offered during the first half of the curriculum shall be submitted as Report II:
 - (a) The specific theoretical and clinical objectives/competencies for each unit of study within each course;
 - (b) The student learning and progress evaluation procedures.
- (7) At least one (1) month prior to the initial enrollment of students, the completed Nursing Faculty Summary Sheet, and the Nursing Faculty Qualification Records, and evidence of Georgia Registered Nurse licensure of the Practical Nursing Department Director and all nursing faculty shall be submitted as Report III. All nursing faculty must demonstrate the qualifications as set forth in Rule 400-3-.08.
- (8) Provisional Approval shall be considered after the Board, reviews Reports I, II, and III and must be granted prior to the enrollment of students.
 - (a) If Provisional Approval is not granted, an explanation shall be included in the report to the school.
 - (b) A new program granted Provisional Approval will remain on Provisional Approval for two years or until its first graduating class has taken its initial licensing examination, whichever is earlier, and the examination results are reviewed by the Board.
- (9) No later than one (1) month after the initial enrollment of students, the following materials shall be submitted as Report IV:
 - (a) The actual start date of the program;
 - (b) The actual number of students enrolled;
 - (c) The projected completion/graduation date of the first graduates of the program.
- (10) The program shall be eligible for Full Approval if it has demonstrated compliance with all Board Laws and Rules, and if 80% of its initial graduating class have passed their initial licensing examination after graduation during the period of Provisional Approval.
- (11) The program shall be placed on Conditional Approval if it has demonstrated noncompliance with any of the Board Laws or Rules, or if less than 80% of its initial graduating class have passed their initial licensing examination during the period of Provisional Approval.
 - (a) While on conditional approval, the program must demonstrate compliance with all Board Laws and Rules and the program must achieve a 80% pass rate of its graduates who have taken their initial licensing examination.
 - (b) Failure to achieve Full Approval within a three (3) year period shall result in Withdrawn Approval pursuant to Rules 400-3-.03 and 400-3-.04.
- (12) Graduates of a nursing education program which does not have Board approval shall be denied admission to the licensure examination.
- (13) No later than six (6) months after the initial enrollment of students, the following materials pertaining to each course to be offered during the remainder of the program's curriculum shall be submitted as Report V:
 - (a) The specific theoretical and clinical objectives/competencies for each unit of study within each course;
 - (b) Written plans for the utilization of affiliating clinical facilities as described in board rules;
 - (c) The student learning and progress evaluation procedures if different from materials submitted in Report II;
- (14) It is the responsibility of the sponsoring agency to electronically submit each required report to the board at least four (4) weeks prior to the scheduled board meeting at which the report is to be considered.

~~400-3-.04 Changes in Approval Status Categories and Grounds. Amended.~~

- (1) Conditional Approval may be imposed on a new nursing education program pursuant to Rule 400-3-.02(11).
- (2) Conditional Approval may be imposed on a nursing education program when review of the most recent annual report, the most recent site visit report, the most recent annualized licensing examination passing percentage for its graduates on their initial examination, or any other pertinent data reveals noncompliance with Board Laws or Rules.
 - (a) The Board shall notify the program in writing of the cited deficiencies and the Board's recommendations and suggestions for correcting the deficiencies.

- (b) The program must respond in writing to the Board's recommendations and suggestions within six (6) weeks of receipt of the notification and must include a plan of action to correct the cited deficiencies. The plan of action should be implemented immediately by the program.
- (c) If the deficiencies are not corrected within the time period specified by the Board in its response to the program's plan of action (but no longer than six (6) months), the program shall be placed on Conditional Approval.
- (d) If the deficiencies are corrected within the Board specified time period (but no longer than six (6) months), the program shall be granted Full Approval.
- (3) Conditional Approval status shall be conveyed to the program in writing.
- (a) The program has ninety (90) days from the date of the notification to request in writing a reevaluation by the Board. The program must provide documentation of corrected deficiencies for consideration of reinstatement of the program to Full Approval status.
- (b) If a reevaluation request is not made, the approval status decision of the Board shall remain in effect.
- (4) If the deficiencies have not been corrected within one (1) year from the date of Conditional Approval status notification, the program's approval status shall be Withdrawn.
- (5) Programs placed on Conditional Approval status must notify currently enrolled and potential students in writing of the program's Conditional Approval status. This statement must include the possibility that the program may have its approval Withdrawn at the end of one (1) year from the date of Conditional Approval notification, and that the Board may require the transfer of remaining students to other nursing programs to complete their programs of study.
- (6) Withdrawn Approval. The Board may Withdraw Approval status from a nursing education program which has demonstrated continued noncompliance with any of the Board Laws or Rules.
- (a) The Board may Withdraw Approval from a new nursing education program as provided in Rule 400-3-.02(11)(b).
- (b) The Board may Withdraw approval when a nursing education program fails to correct documented deficiencies within one (1) year following the date of written notification of Conditional Approval status.
- (c) Withdrawn Approval is sent to the program by certified mail.
- 1. The program has ninety (90) days from the date of the notification to request, in writing, a reevaluation by the Board. The program must provide documentation of corrected deficiencies for consideration of reinstatement of the program to Conditional or Full Approval status.
- (a) If a reevaluation request is made and there is documentation to verify that appropriate corrective actions have been implemented, the Board may grant reinstatement of Conditional Approval for up to six (6) months.
- (b) If a reevaluation request is made and there is documentation to verify correction of all deficiencies, the Board may grant Full Approval.
- (c) If a reevaluation request is not made, the approval status decision of the Board shall remain in effect.
- 2. The notification will state the effective date of the Withdrawal of Approval. Within thirty (30) days of receipt of the notification, the program will submit to the Board a written plan for graduating all students who had been admitted before approval status was withdrawn as provided in Rule 400-3-.15.
- 3. Any program whose approval status has been Withdrawn, must apply for approval as a new nursing education program as provided in Rule 400-3-.02.
- (7) With any change in approval status the program sponsors may present any evidence for the Board to consider addressing the alleged deficiencies in writing and/or appearance before the board.
- (8) The Board may grant or impose the following changes in approval status categories.
- (a) From Developmental Approval to Provisional Approval for a new nursing education program pursuant to Rule 400-3-.02(8).
- (b) From Provisional Approval to Full Approval for a new nursing education program pursuant to Rule 400-3-.02(10).
- (c) From Provisional Approval to Conditional Approval for a new nursing education program pursuant to Rule 400-3-.02(11).
- (d) From Full Approval to Conditional Approval for a nursing education program pursuant to Rule 400-3-.03(4).
- (e) From Conditional Approval to Full Approval for a nursing education program pursuant to Rule 400-3-.03(4).
- (f) From Conditional Approval to Withdrawn Approval for a nursing education program pursuant to Rule 400-3-.02(11)(b) and 400-3-.03(4).
- (g) From Withdrawn Approval to Conditional Approval or Full Approval for a nursing education program pursuant to Rule 400-3-.03(5)(c).
- (9) The following deficiencies shall be inclusive of, but not limited to, those which the Board considers grounds for a change in approval status if the deficiencies are not corrected within the time period specified in Rules 400-3-.02 and 400-3-.03.
- (a) Any curriculum change(s) made without Board notification pursuant to board rules.
- (b) Failure to adhere to required theoretical content pursuant to Rule 400-3-.07.
- (c) Failure to adhere to required educational facilities, resources, and support services pursuant to board rules.
- (d) Failure to adhere to required school rules and policies pursuant to board rules.
- (e) Failure to adhere to required nursing faculty qualifications pursuant to Rules 400-3-.08 and 400-3-.09.
- (f) Failure to adhere to required clinical experience guidelines pursuant to board rules.

- (g) Failure to adhere to required instructor/student ratios pursuant to Rule 400-3-.08.
- (h) Failure to submit required reports and/or maintain required records pursuant to board rules.
- (i) Failure to maintain an annualized licensing examination passing percentage of 80% or greater for the program's graduates on their initial examination pursuant to Rule 400-3-.03.

~~400-3-.05 Organization and Administration. Amended~~

- (1) A written organizational plan shall indicate the lines of authority, responsibility and communication of the nursing education program to its governing body; to its clinical affiliates; to its advisory committee, and within the nursing education program itself.
- (2) The authority and responsibility for the administration of the nursing education shall be placed with the program director as approved in Rule 400-3-.08(3).
- (3) Any agency or institution that is utilized by a practical nursing education program shall be one that is authorized to conduct business in the state of its location.
- (4) The length of the curriculum shall be consistent with the requirements as provided in Rule 400-3-.07(3).
- (5) The availability of faculty for directing and critiquing students during theoretical and clinical learning activities shall be consistent with the requirements as provided in Rules 400-3-.08(1) and 400-3-.09(7).

~~400-3-.06 Purpose, Philosophy, and Objectives. Amended.~~

- (1) The nursing education program's purpose, philosophy, and objectives shall be written by the nursing faculty and approved by the school's administration and the program's advisory committee. They shall form the basis for planning, implementing, and evaluating the total program curriculum.

~~400-3-.07 Curriculum. Amended.~~

- (1) Curriculum refers to a total written plan of theoretical and clinical learning activities which shall result in the attainment of the nursing education program's objectives by graduates of the program.
 - (a) The curriculum shall be developed and presented on a post-secondary educational level.
 - (b) It shall be developed and presented by the faculty utilizing sound educational concepts and methods of teaching. These shall include the appropriate sequencing, correlating of theoretical and clinical experiences, and integrating of learning throughout the entire program.
 - (c) It shall prepare the students to safely perform the activities and to function in the situations described in the program's objectives.
 - (d) A Master Curriculum Plan shall be developed pursuant to Rule 400-3-.02(1)(f).
 - 1. A copy shall be retained for each class record;
 - 2. A copy shall be made available to all students enrolled in the program;
 - 3. A copy shall be provided to the Board in the program's annual report and the Practical Nursing Program's Self-Study Report and at any time that there shall be a proposed revision.
 - (e) A Clinical Rotation Plan shall be developed pursuant to Rule 400-3-.02(1)(d).
 - 1. A copy shall be retained for each class' record;
 - 2. A copy shall be made available to all students enrolled in the program;
 - 3. A copy shall be made available to all appropriate affiliating clinical facilities;
 - 4. A copy shall be provided to the Board in the program's annual report and the Practical Nursing Program Self-Study Report and at any time that there shall be a revision of the one on file in the Board office.
- (2) The curriculum emphasis should be on the utilization of the nursing process in the provision of care by practical nurses to patient/clients and their families throughout the life cycle in a variety of health care settings for:
 - (a) the promotion of health;
 - (b) the prevention of illness and injury; and
 - (c) the restoration and maintenance of physical and mental health.
- (3) Length of the Curriculum. The program of study shall be consistent with the program's learning objectives and methods of instruction, except that:
 - (a) a full time program shall NOT be conducted longer than eighteen (18) months; and
 - (b) a part time program shall NOT be conducted longer than thirty-six (36) months.
- (4) Curriculum Objectives. There shall be written statements of specific, measurable, theoretical and clinical outcomes and competencies for each course in the curriculum which shall be achieved by students enrolled in the program. The curriculum objectives shall be in accordance with the nursing education program objectives.
- (5) Minimum Curriculum Content. An approved program of instruction or its equivalent shall contain no less than six hundred eighty-five (685) clock hours of theoretical nursing and general education content, and no less than four hundred eighty-five (485) clock hours of planned clinical practice for each student. Said

program shall include the following subjects:

~~(a) Theoretical Content:~~

~~1. Required Content – The curriculum must include, but is not limited to, the following theoretical content areas and must contain a total of no less than six hundred eighty-five (685) clock hours.~~

~~(i) Anatomy and Physiology~~

~~(ii) Basic Microbiology~~

~~(iii) Medical Terminology~~

~~(iv) Basic Nutrition~~

~~(v) Basic Pharmacology~~

~~(vi) Medication Administration~~

~~(vii) Principles of IV Therapy~~

~~(viii) Legal and Ethical Healthcare Issues~~

~~(ix) Professional and Customer Relationships~~

~~(x) The Nursing Process and Critical Thinking Skills~~

~~(xi) Physical Assessment Techniques~~

~~(xii) Cardiopulmonary Resuscitation~~

~~(xiii) Principles and Skills of Nursing Practice~~

~~(xiv) Basic Emergency Care~~

~~(xv) Geriatric Nursing Care~~

~~(xvi) End of Life Nursing Care~~

~~(xvii) Medical Surgical Nursing Care~~

~~(xviii) Obstetrical Nursing Care~~

~~(xix) Pediatric Nursing Care~~

~~(xx) Mental Health and Illness Nursing Care~~

~~(xxi) Community Health Nursing Care and Health Care Delivery Systems~~

~~(xxii) Leadership and Management Skills~~

~~(xxiii) English~~

~~(xxiv) Math~~

~~(xxv) Psychology~~

~~(xxvi) Sociology~~

~~(xxvii) Chemistry~~

~~(xxviii) Computer Literacy~~

~~(xxix) National Practical Nursing Licensure Examination Preparation~~

~~(b) Required Clinical Experience: All of the following clinical experience areas must be provided in the curriculum:~~

~~1. Basic Emergency Care~~

~~2. Professional and Customer Relations~~

~~3. Physical Assessment Techniques for All Body Systems~~

~~4. Skills and Principles of Nursing Practice~~

~~5. Medication Administration~~

~~6. Intravenous Therapy Techniques~~

~~7. Health Maintenance and Prevention of Illness and Injury~~

~~8. Documentation of Nursing Care~~

~~9. Nursing Care of Aging Clients~~

~~10. Nursing Care of the Terminally Ill~~

~~11. Medical Surgical Nursing Care~~

~~12. Obstetrical Nursing Care~~

~~13. Pediatric Nursing Care~~

~~14. Mental Health and Illness Nursing Care~~

~~15. Community Health Nursing Care~~

~~16. Nursing Leadership and Management.~~

~~(6) The curriculum's effectiveness shall be evaluated at the specific intervals indicated by the Board to determine and verify in writing the attainment of the program's objectives.~~

~~(a) The course/teacher/clinical experience evaluations shall be conducted each quarter / semester pursuant to board rules.~~

~~(b) The individual student theoretical and clinical learning and progress evaluations shall be conducted for each course pursuant to board rules.~~

~~(c) The graduate evaluations shall be conducted for each graduate pursuant to board rules.~~

~~400-3-.08 Nursing Faculty. Amended.~~

(1) Number of Nursing Faculty. An adequate number of nurse faculty members, as necessary for quality education, must be employed to carry out the nursing education program's purpose and objectives.

(a) Such an adequate number shall be reasonably proportionate to the:

1. Number of students enrolled;
2. Frequency of admissions;
3. Education and experience of faculty members;
4. Number and location of affiliating clinical facilities; and
5. Total responsibilities of the faculty.

(b) The availability of faculty for directing and critiquing students during clinical learning activities shall be based upon criteria which ensures the safety of patients/clients; AND

1. Shall be documented in writing at a ratio of NOT more than ten (10) students per one (1) instructor.

2. The sponsoring agency shall consider a lower ratio when clinical space, patient acuity and patient census are insufficient to accommodate the ten (10) to one (1) ratio.

(c) The majority of nursing faculty shall be full time employees of the sponsoring agency.

(2) Qualifications for Employment.

(a) The nursing education program director and all nursing faculty members:

1. Shall hold a current Georgia license in good standing from the initial date of employment as a registered professional nurse.

2. Shall have had a minimum of three (3) years of licensed nursing practice within the preceding seven (7) years.

(b) In addition to the qualifications set forth in subsection (a) above, the director of a nursing education program shall have at least a baccalaureate degree in nursing and one (1) year of teaching experience in a nursing education program, (included in the required three (3) years of nursing practice).

(c) The program director and each member of the nursing faculty shall maintain professional competence through such activities as continuing education programs, nursing practice, and/or academic study courses, and shall submit documentation of these activities in writing annually to the Board in the program's Annual Report, or Practical Nursing Program's Self Study Report.

(d) The sponsoring agency shall submit evidence that all faculty members meet minimum requirements of the Board pursuant to Rule 400-3-.08. A Nursing Faculty Qualification Record and a copy of the current Georgia Registered Nurse license must be submitted to the Board within one (1) month of the faculty member's employment.

(3) Faculty Functions.

(a) The nursing education program director shall supervise all nursing faculty, shall be the administrative coordinator for the program, and shall be the direct communicator with the Board.

(b) The nursing faculty shall participate in the development, implementation, instruction, evaluation, and revision of the entire nursing education program. The faculty shall:

1. Seek recommendations from the practical nursing program's advisory committee for establishing policies for the recruitment, selection, admission, progression, dismissal, and counseling of students.
2. Develop and evaluate the theoretical and clinical learning activities of the program.
3. Direct and supervise student learning in the classroom and clinical areas.
4. Participate in the counseling and guidance of students related to the course of instruction.
5. Establish a system to maintain essential records that will be used to evaluate a student's progress.
6. Interpret changing practices in the utilization of the graduate practical nurse and adjust the educational program to accommodate these changes.
7. Develop short and long range plans for strengthening the program based upon the feedback obtained from the program's evaluations.
8. Be readily available for consultation with clinical preceptors and students during preceptorial learning experiences.

(4) Faculty Organization.

(a) The nursing faculty shall hold regular (at least monthly) nursing faculty conferences to discuss the nursing education program and maintain nursing faculty meeting minutes as a written record of discussions and decisions.

(b) Policies in effect for nursing faculty shall be consistent with those in effect for all faculty employed by the sponsoring agency.

(c) There shall be a written school policy for the selection, orientation, and utilization of full time and part time nursing faculty.

~~400-3-.09 Preceptor and Preceptorial Learning Activities. Amended.~~

(1) Definitions.

(a) The "preceptor" holds a valid Georgia license as a registered professional nurse, licensed practical nurse, or medical doctor, with a minimum of one year of clinical experience.

(b) "Preceptorial learning activities" refer to those clinical learning activities which are provided under the direct leadership and supervision of a preceptor.

- (2) The preceptor shall be selected through the cooperative effort between the nursing faculty and the clinical affiliate representatives.
- (3) Preceptorial learning activities may be included in a curriculum when the following criteria are met:
 - (a) Appropriate theory shall be coordinated with the preceptorial clinical experience.
 - (b) There shall be a written school policy for the selection, orientation, and utilization of clinical preceptors.
 - (c) The nursing education program shall maintain documentation which demonstrates that all nursing clinical preceptors meet requirements provided in Rule 400-3-.09.
- (4) Prior to and throughout the preceptorial learning activities, faculty shall interact with preceptors, individually or in a group, to clarify roles, learning activities, and the critique/evaluation of student learning and progress.
- (5) The preceptor/student ratio shall not exceed the ratio of one (1) preceptor to two (2) student practical nurses in the hospital, doctor's office, or clinics, or one (1) preceptor to four (4) student practical nurses in the nursing home.
- (6) The preceptor may evaluate students' clinical performance after the students' initial assessments by the nursing program's faculty.
- (7) The preceptor and students must have a readily available designated nursing faculty member who is responsible for the preceptor learning activities.
- (8) The preceptorial learning activities must be scheduled on The Clinical Rotation Plan pursuant to Rule 400-3-.02(1)(d).
- (9) There shall be written Clinical Learning Focus Objectives pursuant to Rule 400-3-.02(1)(c) for all preceptorial learning activities.

400-3-.10 School Requirements: Rules and Policies. Amended

(1) School Rules:

- (a) Theoretical class size shall be determined by the institution based on the number of faculty members, adequacy of clinical resources, availability of learning resources, and documented survey of need within a fifty (50) mile radius.
- (b) The students' total scheduled instructional time for classroom and clinical experiences shall not exceed forty (40) hours per week.
- (c) The nursing education program shall comply with the Occupational Safety and Health Administration's current guidelines for occupational exposure to blood-borne and airborne Pathogens. The policy shall be reviewed annually and revised as necessary in writing.
- (d) The nursing education program shall have a policy regarding the use of social media by students and faculty in relation to patient privacy and care and federal guidelines.
- (e) The practical nursing education program shall maintain an annualized licensing examination passing percentage rate of eighty percent (80%) or higher for the program's graduates on the initial examination as provided in Rules 400-3-.03 and 400-3-.04.
- (f) A student shall be considered to have successfully completed a program when the student has satisfied all performance and learning objectives of an approved program and has met the institution's established graduation requirements.
- (g) All nursing faculty and preceptors, if utilized, shall meet requirements as provided in Rules 400-3-.08 and 400-3-.09 before assuming duties in the program.
- (h) The nursing program shall maintain nursing faculty meeting minutes of all decisions pertinent to the operation and revision of the program.
- (i) Student clinical experience shall include all required health care areas provided in Rule 400-3-.07:
 - 1. Clinical experiences should be correlated with theoretical content;
 - 2. The clinical experience instructor student ratio shall not exceed a one (1) to ten (10) ratio;
 - 3. At least three (3) licensed hospital or nursing home beds shall be available for every one (1) student practical nurse at any given time in a clinical affiliate;
 - 4. At least 40% of the total board required clinical experience hours must be obtained in the hospital setting.
- (j) A nursing program faculty member or a Board-approved preceptor shall be:
 - 1. Present in the clinical facility to which students are assigned for direct patient care and be present on the unit;
 - 2. Responsible for the clinical instruction and supervision of the program's student practical nurses.
- (k) The program's instructors shall provide appropriate clinical focus objectives to each clinical affiliate prior to student assignment provided in Rule 400-3-.02(1)(c).
- (l) The Clinical Rotation Plan for student learning activities shall be provided to each affiliating clinical facility prior to student assignment provided in Rule 400-3-.02(1)(d).

(2) School Policies:

- (a) Policies related to the practical nursing education program shall be published in a student handbook or catalogue; and
- (b) The policies set forth below shall be included:
 - 1. Academic Standards. The academic standards policy shall include a clearly defined grading system for the program and a policy for course progression and graduation.
 - 2. Curriculum. The curriculum policy shall reflect the board's hourly and theoretical content and clinical experience area requirements provided in Rule 400-3-.07(5) as the minimum curriculum.
 - 3. Student Grievance. The student grievance policy shall define the authority chain which is to be followed for student grievances at the institution.

4. Occupational Safety and Health Administration's Guidelines. The policy shall describe a plan for educating students on the Federal Occupational Safety and Health Administration's guidelines (O.S.H.A.) and the Centers for Disease Control's (C.D.C.) guidelines and any other regulations applicable to the safety of students and patients in the practice of nursing.

5. Student Health. The student health policy shall include the health examinations and immunizations (as currently recommended by the Centers for Disease Control) required to ensure the health, safety, and welfare of students and patients prior to the beginning of student clinical experiences.

~~400-3-11 Educational Facilities and Clinical Affiliates. Amended~~

(1) Educational facilities, campus classrooms, nursing practice laboratory, and the library for the program shall be available to meet the objectives of the program and the needs of the students and faculty.

(a) The campus laboratory:

1. Shall be separate or screened from the classroom(s).

2. Shall contain sufficient equipment, supplies and resources (such as mannequins, models, textbooks, and audiovisual aids), to permit simulated nursing skill practice.

3. Shall provide a secure location for syringes and needles.

(b) A library located at the instructional site shall:

1. Provide texts, audiovisuals, and periodicals, to include practical nursing journals, no older than five (5) years, on the curriculum being taught.

2. Make available to faculty and students a current copy of the Georgia Board of Examiners of Licensed Practical Nurses' Laws and Rules.

(2) Clinical Affiliates.

(a) All clinical affiliates for a program shall be approved by the board prior to utilization for student experiences. The program shall submit the required materials as provided in Rule 400-3-13 (2)(c)(1).

(b) There shall be a written signed agreement between the program and each clinical affiliate which meets the following criteria:

1. The agreement shall be annually reviewed and revised/renewed as necessary.

2. The agreement shall ensure that the nursing faculty maintains the responsibility for the selection and supervision of student learning activities.

(c) The clinical facility's nursing service department shall maintain:

1. A written organizational chart which indicates a clear chain of command for nursing personnel.

2. A copy of current policies and procedures as they relate to the Licensed Practical Nurse shall be available to the board at site visits or as requested.

(d) An orientation shall be conducted for program faculty and each new group of students at the clinical facility.

~~400-3-12 Board Site Visits to Nursing Education Programs and Their Clinical Affiliates. Amended.~~

(1) Site visits to the practical nursing education program and clinical affiliates shall be conducted by board representatives to verify compliance with board laws and rules. All requested documentation shall be received by the Board prior to the site visit.

(2) Site visits are conducted:

(a) Initially and as needed for all new programs until the program achieves Full Approval status.

(b) To the new clinical affiliate(s) during the practical nursing education program's next routine visit.

(c) At the Board's discretion.

(d) Upon request from a program for a site visit or a visit by the board's nursing education consultant.

~~400-3-13 Reports and Records. Amended.~~

(1) Reports and records shall be required of each practical nursing education program for documentation of compliance with applicable Georgia law and Board rules.

(2) Reports submitted to the Board from schools by the practical nursing education program's nurse director shall include the following reports:

(a) An Annual Report form and requested documentation shall be submitted each year which covers the previous calendar year and shall include:

1. General information on the program including, but not limited to name, addresses, telephone and fax numbers, email address and information regarding the program administrator.

2. Data on instructor student clinical ratios to include a current "Nursing Faculty Preceptor Summary Sheet," and nursing faculty summary for all nursing faculty and all preceptors.

3. Data on clinical sites utilized and contract dates.

4. Data on program enrollments, withdrawals, and graduates.

5. Data on the program's course offerings to include a current "Master Curriculum Plan" provided to Rule 400-3-.02 (1)(f).

6. A description of anticipated program changes for the coming year.

(b) Any corrections to the Annualized Licensing Examination Passing Percentage Rate Report shall be returned to the board within ten (10) working days of receipt of the initial report. Proof of the correction such as copy(ies) of previous NCLEX-PN Scores Report(s) shall be provided to verify the erroneous information.

(c) Site Visit Report Materials shall include the following forms:

1. The Clinical Facility Information Sheet shall provide a complete listing of all clinical affiliates and basic information on each facility. The sheet is also submitted whenever there is a change in clinical facilities.

2. The Clinical Facility Self-Study Report shall be completed by the Director of Nursing Services or appropriate management at the clinical affiliate and shall be submitted to the board.

(d) The Nursing Faculty Summary Sheet shall be submitted to the board by the program director as a listing of all full-time and part-time nursing employees of the program and all preceptors.

(e) The Nursing Faculty Qualification Record shall be completed by each nursing faculty member. Each preceptor shall complete a Preceptor Qualification Record.

1. The Nursing Faculty Qualification Record shall include secondary education, nursing licenses in other states, date of original licensure, and evidence of current Georgia licensure as a registered nurse.

2. A complete listing of all nursing employment for the seven (7) years preceding the date of submission of Nursing Faculty Qualification Record.

(f) The Practical Nursing Program Site Visit Response shall address the board's recommendations and shall be submitted to the Board within six (6) weeks after the program's receipt of the Site Visit Report. The Practical Nursing Program Site Visit Response shall include the program's plan to correct the deficiencies cited in the Site Visit Report.

(g) The Practical Nursing Program Self-Evaluation Report shall be submitted to the Board each time the program's Annualized Licensing Examination Passing Percentage Report falls below the eighty percent (80%) level for its graduates on the initial examination.

1. The Practical Nursing Program Self-Evaluation Report shall be received by the board within six (6) weeks of the program's receipt of the Final Annualized Licensing Examination Passing Percentage Report.

2. The Practical Nursing Program Self-Evaluation Report shall address the areas of: admission and grading requirements; curriculum sequencing; course materials development dates and reference materials publication dates; testing practices; practical nursing review course and/or test-taking strategies offerings to students; correlation of clinical experiences with appropriate theory.

(h) Proposed Program Change Notifications are to be submitted to the board within thirty (30) days as provided in Rule 400-3-14.

(3) Reports to Schools from the Board. The program's Annualized Licensing Examination Passing Percentage Report is prepared by the board's nursing education consultant and covers the calendar year from January 1st through December 31st of the preceding year.

(4) Program Records.

(a) The practical nursing education program shall make available upon request, all program policies as provided in Rule 400-3-10.

(b) Current agreements with all clinical affiliates shall be maintained.

(c) Nursing Faculty Meeting Minutes shall be made available upon request.

(d) The practical nursing education program's Advisory Committee Meeting Minutes shall be made available upon request.

(e) Program evaluations shall include:

1. Evaluations of the course, faculty, and clinical facilities completed by the students each semester.

2. Annual evaluations of the program by the program's graduates.

(f) Annual statistics on the program's enrollments, withdrawals, and graduates.

(g) The program's curriculum materials shall include:

1. The Program's Master Curriculum Plan for each class currently enrolled.

2. All course materials for each curriculum offering. This shall include, but not be limited to, lesson plans, handouts, student clinical evaluation tools, texts/references list, and a clinical experience facilities listing.

3. The program's Master Clinical Rotation Plan and each course's Clinical Rotation Plan for each class currently enrolled.

(5) Student records. Students currently enrolled shall have a file which includes, but not limited to, admission materials, documentation of theoretical and clinical progression in the program's curriculum plan, and health records.

(6) Final program transcript. Transcripts shall identify each course in the curriculum plan, include the earned grades and explain the grading system, and state the theoretical and clinical hours the student was present for each course.

~~400-3-14 Program Changes Requiring Board Approval and Board Notification and Procedures for Approval. Amended~~

(1) The following proposed changes in the practical nursing education program require board approval prior to their implementation. The program shall electronically submit the information to the board at least four (4) weeks prior to the board meeting at which the changes will be considered.

(a) The addition of new clinical facility(ies) for actual student patient care experience. The following materials must be submitted:

1. A revised Clinical Facilities Information Sheet as provided in Rule 400-3-13.

~~2. A Clinical Facility Self Study Report as provided in Rule 400-3-.13.~~

~~3. A copy of the current signed contract between the proposed clinical affiliate(s) and the program's sponsoring agency.~~

~~4. The Clinical Learning Focus Objectives for the experience for the proposed facility(ies) as provided in Rule 400-3-.02(1)(d).~~

~~5. The Clinical Rotation Plan which demonstrates student assignment at the proposed facility(ies) as provided in Rule 400-3-.02(1)(e).~~

~~6. A description of student supervision at the facility. If new nursing faculty or preceptors are to be utilized, submit an updated Nursing Faculty Summary Sheet and Nursing Faculty Qualification Record(s), Preceptor Summary Sheet and Preceptor Qualification Record as provided in Rule 400-3-.13.~~

~~(2) The following changes in the practical nursing education program may be implemented by the program, but require board notification within thirty (30) days of the implementation. Practical Nursing Education Program name change requires the former name, new name, and effective date.~~

~~400-3-.15 Guidelines for Discontinuance of a Nursing Education Program. Amended.~~

~~(1) After the notification to the board of intent to discontinue the practical nursing education program, the school may not admit new students.~~

~~(2) The program shall continue to meet the standards for approval until all of the enrolled students have graduated.~~

~~(3) An institution closing a practical nursing education program shall provide for permanent storage of the transcripts of its graduates and the name, title, department, and address of who is responsible for keeping the records shall be conveyed to the board in writing.~~

RULES CHAPTER 400-5 PROCEDURAL RULES

~~400-5-.01 Procedural Rules. Amended.~~

~~The Georgia Board of Examiners of Licensed Practical Nurses hereby adopts by reference as its permanent rules Chapters 295-3 through 295-13, and any future amendments thereto, Rules and Regulations of the Office of Joint Secretary, State Examining Boards, relating to Procedure for Hearings before the several State Examining Boards.~~

RULES CHAPTER 400-6 FEES

~~400-6-.01 Fees. Amended~~

~~(1) Refer to fee schedule for appropriate fees payable to the Board.~~

~~(a) An indebtedness to the Board caused by a returned check will be dealt with in accordance with Code Section 16-9-20 of the Criminal Code of Georgia;~~

~~(b) Fees may be reviewed and changed at the discretion of the Board;~~

~~(c) Any request for refund must be submitted in writing within 30 days of the payment;~~

~~(d) Application fees are non-refundable.~~

~~(2) Fees may be charged for the following:~~

~~(a) Applications for Licensure;~~

~~(b) Applications for Practical Nursing School and program fees;~~

~~(c) Renewal;~~

~~(d) Late Renewal;~~

~~(e) Duplicate license and/or identification card. If a name change occurs, the licensee must submit a request for a duplicate card accompanied by a copy of either a marriage certificate or court order and the required fee. Name changes occurring during the renewal period may be processed without additional fee if a copy of the marriage certificate or court order is attached to the application for license renewal;~~

~~(f) License verification;~~

~~(g) Rosters, of Licensees;~~

~~(h) Copied Materials; _____~~

~~(i) Any additional fee the Board deems appropriate.~~

EDUCATION REPORT (CONTINUED)

NCLEX RESULTS

The Board reviewed the following programs whose NCLEX pass rate for calendar year 2015 was below eighty (80) percent for first time test takers:

Programs With 2015 NCLEX Pass Rate Below 80%			
Program Type	School	Pass Rate	Number of Exam Writers
LPN	Augusta Technical College	50.00%	2
LPN	Bainbridge College	62.07%	29
RN	Berry College (First Class)	69.23%	13
RN	Chamberlain College	75.71%	70
RN	Dalton State College	77.05%	61
RN	Herzing University	25.00%	20
LPN	North Georgia Technical College	50.00%	2
LPN	Southern Crescent Technical College	79.17%	24
RN	South Georgia College	73.44%	64
LPN	Southwest Georgia Technical College	66.67%	9
RN	Truett-McConnell College (First Class)	40.00%	5
LPN	West Georgia Technical College	40.00%	5

The Board directed staff to include the number of exam writers when presenting NCLEX information.

NCLEX Corrective Plan of Action

The Board reviewed and accepted corrective plans of action from the following programs whose 2014 NCLEX pass rate was below 80%:

Dalton State College

Albany State University

The Board received a request from Albany State University to extend program approval. The program has a NCLEX pass rate average of 91.95% for the past four years. The program is accredited through fall 2021. In 2011, the program had 11 NCLEX writers in Georgia. In 2012, the program had 14 NCLEX writers. In 2013, the program had 8 NCLEX writers. In 2014, the program had 6 NCLEX writers. The Board directed staff to obtain additional information from Albany State University regarding the number of students admitted to each cohort versus the number of students that graduated.

Columbus State University

The Board received notification that Columbus State University had named LaTonya Santo as interim director of the nursing program. Based on compliance with Board Rule 410-3-.05 the Board approved the change.

West Georgia Technical College

The Board received notification from the United States Department of Education regarding West Georgia Technical College's compliance with Title IV funding. This item is presented as a matter of information and no action is required.

Georgia Perimeter College

The Board received a request from Georgia Perimeter College to extend program approval. The program has a NCLEX pass rate average of 94.03% for the past four years. The program is accredited by ACEN through December 2018. Additionally, the program is the process of merging with Georgia State University. The Board extended approval through December 31, 2018.

The Board received notification that Alton McLendon has been named Interim Chair of the Department of Nursing for Georgia Perimeter College. Based on compliance with Board Rule 410-3-.05 the Board approved the change.

Dalton State College

The Board received a request from Dalton State College to extend program approval. The program has a NCLEX pass rate average of 80.00% for the past four years. The program is accredited by ACEN through October 31, 2018. It is recommended that you extend approval through December 31, 2018.

Kennesaw State University

The Board received a request from Kennesaw State University to extend program approval. The program has a NCLEX pass rate average of 93.94% for the past four years. The program is accredited by CCNE through December 2023. The Board extended approval through December 31, 2023.

Wesleyan College

Wesleyan College graduated its first class of twenty-five (25) students in May 2015. As of July 9, twenty-three (23) of the students had written NCLEX with a pass rate of 95.65%. Based on compliance with Board Rule 410-3-.02 the Board granted full approval to the program.

Chattahoochee Technical College

Chattahoochee Technical College submitted information to the Board requesting to relocate its campus. Upon completion of a successful Board site visit to document compliance with Board Rule 410-3-.10 the Board approves the change.

Bauder College

The Board received information regarding the Bauder College teach out plan. On June 30, forty-four (44) ADN and thirteen (13) PN students graduated. It was a mixture of students from various cohorts finishing out the program. There are thirty-two (32) remaining students: twenty-four (24) ADN and eight (8) PN. The eight (8) PN students will graduate on September 15 and the PN program will be closed. Fifteen (15) ADN students will graduate on December 1 with the remaining nine (9) ADN students graduating on February 23, 2016. SACS-COC recently granted an extension of the program's accreditation for one year. For calendar year 2015, the ADN program has an NCLEX pass rate of 80.95% and the PN program has an NCLEX pass rate of 88.24%.

Georgia Regents University

Georgia Regents University submitted a substantive change proposal for its curriculum. Based on compliance with Board Rule 410-3-.04, the Board approved the substantive change.

Floyd moved to accept the recommendations as submitted. Phipps seconded the motion and it carried unanimously.

EXECUTIVE DIRECTOR'S REPORT

- Statistical Information for May and June 2015
- PLB System Issues
 - Automated response emails
 - Transcript importer for applications
 - Exam result importer for applications
- Optimal Regulatory Board Software ("ORBS") Update
- Staff Update
- Board Vacancies
- Renewal Survey / Workforce Data Information
- GBON Call Center Update
- e-Notify Update
- NCSBN Data Integrity Project
- NCSBN Delegate Assembly – August 19-21, 2015
- GBON Website

FY2015 ANNUAL REPORT

Cleghorn reviewed the FY2015 Annual Report with Board members. The Board directed Cleghorn to post the report on the Board's website. A copy of the report is included at the end of the minutes.

POSITION STATEMENT: FAMILY NURSE PRACTITIONERS PRACTICING IN ACUTE CARE SETTINGS

Rowe provided an overview of the origin of the position statement. Barton provided information obtained from other groups (NCSBN, certification bodies, etc.). Shilling clarified that the position statement was intended to provide guidance and did not have the authority of law or rule.

Karen Waters, Georgia Hospital Association, provided information regarding inquiries she had received from her organization's members. She referenced an inquiry from an attorney regarding the meaning and intent of the position statement. Waters noted that her organization supported aspects of the position statement but that parts needed to be revised. Erin Hernandez, Children's Healthcare of Atlanta, expressed support for the position statement as written.

The Board will review the information on Friday, July 17.

APRN COMMITTEE REPORT

The Board reviewed the report and recommendation from the APRN Committee. Based on the Committee's recommendation, Lockwood moved to uphold the Board's current position statement on the administration of propofol, etomidate and neuromuscular blocking agents. Burdeaux seconded the motion and it carried unanimously.

EXECUTIVE SESSION

Fort moved, Hooper seconded and the Board voted to enter into **Executive Session** in accordance with O.C.G.A. §§ 43-1-2(k); 43-1-19(h), 43-26-5(c) and 43-26-11, to deliberate on applications and enforcement matters and to receive information on applications, investigative reports and pending cases. The motion passed unanimously.

At the conclusion of the Executive Session on Thursday, July 16, 2015 Rowe declared the meeting to be "open" pursuant to the Open and Public Meeting Act, O.C.G.A. §§ 50-14-1 et seq. No votes were taken during executive session.

There being no further business, the meeting adjourned on Thursday, July 16, 2015 at 5:45 p.m.

FRIDAY, JULY 17, 2015

MEMBERS PRESENT

Brenda Rowe, RN, MN, JD, President
Kellie Lockwood, RN, MSN, Vice President
Dellarie Shilling, RN, DNP, FNP-BC
Nancy Barton, RN, MSN
Amy Hooper, LPN
Fredetena (Tina) Fletcher, LPN
Andrea Phipps, LPN
Linda Floyd, RN, EdD, PMHNP-BC, CNL
Merry Fort, RN

MEMBERS ABSENT

Rhonda Scott, PhD, RN, NE-BC, NEA-BC
Katherine Mann, RN, CRNA
Ashley Barnett, Consumer
Tammy Burdeaux, RN, BSN, CRNI

STAFF PRESENT

Jim Cleghorn, Executive Director
Amelia Baker, JD, Assistant Attorney General

Rowe called the meeting to order at 8:30 a.m. on Friday, July 17, 2015. A quorum to conduct disciplinary matters was present.

EXECUTIVE SESSION

Shilling moved, Floyd seconded and the Board voted to enter into **Executive Session** in accordance with O.C.G.A. §§ 43-1-2(k); 43-1-19(h), 43-26-5(c) and 43-26-11, to deliberate on applications and enforcement matters and to receive information on applications, investigative reports and pending cases. The motion passed unanimously.

At the conclusion of the Executive Session on Friday, July 17, 2015 Rowe declared the meeting to be “open” pursuant to the Open and Public Meeting Act, O.C.G.A. §§ 50-14-1 et seq. No votes were taken during executive session.

CASE REVIEW

(RNI=Registered Nurse Investigative Case Number, LPNI=Licensed Practical Nurse Investigative Case Number)

RNI151140 - Shilling moved to close the case. Phipps seconded the motion and it carried unanimously.

RNI150666 - Lockwood moved to refer to the Attorney General's office for a private consent order to include five (5) years monitoring, quarterly reports (employer, personal, aftercare, psychotherapy) and substance abuse stipulations. Licensee may petition to lift probation after twenty-four (24) months of documented sobriety. Phipps seconded the motion and it carried unanimously.

RNI150650 – Fort moved to refer to the Attorney General's office for a private consent order to include five (5) years monitoring, quarterly reports (personal, employer, after care, psychotherapy), substance abuse stipulations, and a fine of \$500 for failure to disclose. Barton seconded the motion and it carried unanimously.

RNI150197 – Phipps moved to refer to the Attorney General's office for an indefinite suspension or voluntary surrender. Licensee may petition to lift after twelve (12) months documented continuous sobriety, successful completion of formal treatment program and reentry into recovery aftercare. Shilling seconded the motion and it carried unanimously.

RNI120127/RNI140579 – Fletcher moved to table until the September 2015 meeting. Shilling seconded the motion and it carried unanimously.

LPNI150552 – Barton moved to refer to the Attorney General's office for an outpatient mental physical examination from a Board approved evaluator. Results are to be reviewed by the Board and the Legal/Discipline Nurse Consultant. Floyd seconded the motion and it carried unanimously.

RNI151063 – Shilling moved to deny the application. Applicant may reapply after resolution of the case in Florida. Barton seconded the motion and it carried unanimously.

RNI150027 – Fort moved refer to table until the September 2015 meeting. Fletcher seconded the motion and it carried unanimously.

RNI140638 – Hooper moved to refer to the Attorney General's office for a public consent order to include two (2) years probation, quarterly reports (employer, personal), courses in Ethics, Professional Accountability, Healthcare Associated Infections and a \$500 fine for unprofessional conduct. Lockwood seconded the motion and it carried unanimously.

RNI160012 – Hooper moved to deny the application. Applicant may reapply after twenty-four (24) months of documented sobriety and completion of an outpatient mental physical examination from a Board approved evaluator within 30 (thirty) days of application. Results are to be reviewed by the Investigative Committee and the Legal/Discipline Nurse Consultant. Fort seconded the motion and it carried unanimously.

LPNI150525 – Barton moved to refer to the Attorney General's office for an outpatient mental physical examination from a Board approved evaluator. Results are to be reviewed by the Investigative Committee and the Legal/Discipline Nurse Consultant. Fletcher seconded the motion and it carried unanimously.

RNI140269 – Lockwood moved to refer to the Attorney General's office for an indefinite suspension or voluntary surrender. Phipps seconded the motion and it carried unanimously.

RNI120580 – Fort moved to amend the public consent order. Increase to four (4) years probation, two (2) years narcotic restrictions, and random monthly drug screens. Any future violations will result in suspension or revocation of license. Floyd seconded the motion and it carried unanimously.

RNI151166 – Phipps moved to refer to the Attorney General's office for an outpatient mental physical examination from a Board approved evaluator. Results are to be reviewed by the Investigative Committee and the Legal/Discipline Nurse Consultant. Shilling seconded the motion and it carried unanimously.

LPNI140128 – Barton moved to refer to the Attorney General's office for private consent order to include five (5) years probation, and quarterly reports (employer, aftercare, personal, psychotherapy, medication management). Floyd seconded the motion and it carried unanimously.

RNI140020 – Phipps moved to request investigative file from the Georgia Composite Medical Board. Floyd seconded the motion and it carried unanimously.

RNI100459 – Hooper moved to send a Letter of Concern for violation of Consent Order. Barton seconded the motion and it carried unanimously.

RNI120017– Phipps moved to refer to the Attorney General's office to hand serve a voluntary surrender or inactive status application. Fort seconded the motion and it carried with Hooper abstaining.

RNI151232 – Hooper moved to obtain documentation from the August 11, 2015 court date and refer back to the September 2015 meeting. Barton seconded the motion and it carried unanimously.

RNI100823 – Barton moved to approve the request to change employment. Floyd seconded the motion and it carried unanimously.

LPNI130015 – Phipps moved to refer to the Attorney General's office for a public consent order to include three (3) years probation, quarterly reports (employer, aftercare, personal) and random quarterly drug screens. Fort seconded the motion and it carried unanimously.

LPNI120185 – Barton moved to refer to the Attorney General's office to deny the renewal. Hooper seconded the motion and it carried unanimously.

ATTORNEY GENERAL'S OFFICE

(**RNI**=Registered Nurse Investigative Case Number, **LPNI**=Licensed Practical Nurse Investigative Case Number)

RNI150575 – Floyd moved to refer to the Attorney General's Office for an indefinite suspension or voluntary surrender. Barton seconded the motion and it carried unanimously.

RNI150457 – Phipps moved to amend to a public consent order. Fletcher seconded the motion and it carried unanimously.

RNI080073 – Lockwood moved to refer licensee to Board's position statement regarding use of suboxone by licensees. If licensee has no plan for weaning off suboxone the Board will consider action against license for not signing order. Barton seconded the motion and it carried unanimously.

RNI150066 – Phipps moved for a private consent order with three (3) years monitoring, quarterly reports (employer, personal) random quarterly drug screens, no unsupervised practice, and courses in Professional Accountability and Understanding Substance Use Disorder In Nursing. Hooper seconded the motion and it carried unanimously.

RNI150354 – Fort moved for a public consent order to include one (1) year probation, quarterly reports (personal, employer), and random quarterly drug screens. Phipps seconded the motion and it carried unanimously.

PRIVATE CONSENT AGREEMENTS FOR FAILURE TO DISCLOSE

Barton moved to ratify the Private Consent Agreements for licensure with a fine of \$500 for failure to disclose arrest(s)/disciplinary action on applications that were issued according to the Board's policies.

RNI160027 RNI160040 RNI160048 LPNI160022

Shilling seconded the motion and it carried unanimously.

PRIVATE CONSENT AGREEMENTS FOR UNLICENSED AND UNAUTHORIZED PRACTICE

(**LPNI** = Licensed Practical Nurse Investigative Case Number) (**RNI**=Registered Nurse Investigative Case Number)

Phipps moved to ratify the Private Consent Agreements for unlicensed/unauthorized practice that were issued according to the Board's policies.

RNI151292 RNI151305 RNI151309 RNI151310 LPNI150514 LPNI160013
RNI160029 RBU160030 RNI160032

Hooper seconded the motion and it carried unanimously.

INVESTIGATIVE COMMITTEE A

(**LPNI** = Licensed Practical Nurse Investigative Case Number) (**RNI**=Registered Nurse Investigative Case Number)

Fort moved to ratify the following cases from the July 9, 2015 Investigative Committee meeting:

RNI150830 RNI150992 RNI150724 RNI140627 RNI150832 RNI151286
LPNI150488 RNI120262 RNI130011 RNI130205 RNI150172 RNI110937
LPNI150561 RNI150766 RNI111070 LPNI150576

Floyd seconded the motion and it carried unanimously.

INVESTIGATIVE COMMITTEE B

(LPNI = Licensed Practical Nurse Investigative Case Number) (RNI=Registered Nurse Investigative Case Number)

Shilling moved to ratify the following cases from the June 25, 2015 Investigative Committee meeting:

LPNI150264	LPNI130055	RNI151009	RNI151260	RNI150770	RNI140603
LPNI150530	RNI150995	LPNI130202	LPNI150540	RNI140154	RNI151049
LPNI150260	LPNI150206	RNI150031			

Hooper seconded the motion and it carried unanimously.

REQUEST TO LIFT NARCOTIC RESTRICTIONS

(RNI=Registered Nurse Investigative Case Number)

Barton moved to accept the following recommendations for the cases listed below:

	RECOMMENDED ACTION
RNI130313	Lift narcotic restrictions.
RNI130190	Lift narcotic restrictions.
RNI140410	Lift narcotic restrictions.
RNI146690	Lift narcotic restrictions.

Fort seconded the motion and it carried unanimously.

PROBATION TERMINATIONS BETWEEN MEETINGS

(RNI=Registered Nurse Investigative Case Number) (LPNI = Licensed Practical Nurse Investigative Case Number)

Floyd moved to accept the following terminations of probation between meetings.

RNI159225 RN200872 RNI116941 RNI123138 RN198452

Fort seconded the motion and it carried unanimously.

INVESTIGATIVE INTERVIEWS

(RNI=Registered Nurse Investigative Case Number, LPNI=Licensed Practical Nurse Investigative Case Number)

LPNI140147 – Floyd moved to amend the existing consent order and remove the psychotherapy report. All other terms remain the same. Hooper seconded the motion and it carried unanimously.

LPNI130129 – Floyd moved that the mental physical examination results must be submitted by the September 2015 board meeting. Barton seconded the motion and it carried unanimously.

RNI151119 – Phipps moved to refer to the Attorney General's office and reinstate with a public consent order to include five (5) years monitoring and quarterly reports (employer, personal, after care). Fort seconded the motion and it carried unanimously.

LPNI100386– Lockwood moved to renew the license. Licensee must provide evidence of compliance by August 2015 board meeting. Hooper seconded the motion and it carried unanimously.

RNI150879 – Shilling moved to rescind the previous motion and close the case. Floyd seconded the motion and it carried unanimously.

LEGAL SERVICES

(RNI=Registered Nurse Investigative Case Number, LPNI=Licensed Practical Nurse Investigative Case Number)

LPNI110437 **LPNI130113** **LPNI130111/LPNI120148** – Phipps moved to close the case. Fort seconded the motion and it carried unanimously.

RNI140400 – Floyd moved to uphold the previous motion. Licensee may petition for early termination with documentation of thirty-six (36) months of documented continuous sobriety. Fort seconded the motion and it carried unanimously.

RNI151291– Shilling moved to release the records. Floyd seconded the motion and it carried unanimously.

RATIFICATION OF LICENSES ISSUED

Barton moved, Floyd seconded and the Board voted to approve applications for licensure and advanced practice authorization issued between May 1, 2015 and June 30, 2015 that were determined, pursuant to Board approved guidelines, to have met licensure/authorization requirements.

LPN090901	Ayers, Kelly E	LPN090946	Lesley, Doris Dean
LPN090902	Anderson, Marquisa Devonne	LPN090947	Suchanek, Janell Rosalie
LPN090903	Denis, Bryslaine	LPN090948	Vernet, Marie GM
LPN090904	West, Christina Marie	LPN090949	Wright, Christina M.
LPN090905	Neely, Talette Michelle	LPN090950	Odams, Channie LaTaurus
LPN090906	Pitts, Janice Yenice	LPN090951	Tovar, Tashalia Diane
LPN090907	Cribb, Ashlyn Marii	LPN090952	Simpson, Mandy Wilson
LPN090908	Schindler, Eric Ian	LPN090953	McMurry, Amy Nastassja
LPN090909	Otoo, Vivian Louise	LPN090954	Davis, Nikkea LaShawn
LPN090910	Nabors, Keisha Marcell	LPN090955	Stranford, Peggy Jo
LPN090911	Reeves, Whitney Monique	LPN090956	Smith, Lakeesha Michele
LPN090912	Moore, Shekeila Teresia	LPN090957	Bussell, John Ryan
LPN090913	Storozuk, Vanessa Janique	LPN090958	Dixon, Demetria Lynn
LPN090914	Avent, Mya Gilyard	LPN090959	Slaughter, Faith Sharee
LPN090915	Alva, Amanda Kay	LPN090960	Thomas, Michelle Dionne
LPN090916	Beasley, Amanda Kay	LPN090961	Stanfield, Alicia Lynn
LPN090917	Sproul, Martha Kristina	LPN090962	Williams, Michelle T.
LPN090918	Freshley, Morgan Rainwater	LPN090963	Holl, Suzanna Lynn Headrick
LPN090919	Tank, Mindy Carol	LPN090964	Stitou, Lindsey Camille
LPN090920	Jennings, Kenyatta Dimitria	LPN090965	Washington, Nicole Chontel
LPN090921	Bell, Mona Yvette	LPN090966	Carr, Caitlin Elizabeth
LPN090922	Cundiff, Sherri Sue	LPN090967	Wilson, Sandra Renae
LPN090923	Moran, Ashley Faye Rose	LPN090968	Mobley, Jennifer Kent
LPN090924	Henry, Tiffany Reanna	LPN090969	Gregory, Shelby Faye
LPN090925	Evans, Kathryn Lynn	LPN090970	Hall, Lisa Sittol
LPN090926	Clarke, Janelle Charlese	LPN090971	Hurley, Teresa Michelle
LPN090927	Dickerson, Rosa Unquita	LPN090972	Douglas, Nicola Antoinette
LPN090928	Giangrande, Karen Suzanne	LPN090973	Bienemy, Terrasina Andrea
LPN090929	Green, Candice Camille	LPN090974	McGowan-Jackson, Deneisha Leann
LPN090930	Stanley, Ann Marie	LPN090975	Miller, Melissa Ann
LPN090931	Kelley-Fisher, Sherri Lynn	LPN090976	Davis, Tonya Gail
LPN090932	Johnson, Aaron D.	LPN090977	MCCLLOUD, PURITY SHAWN
LPN090933	Glover, Bintu Lola	LPN090978	McLendon, Alexandra Louise
LPN090934	Sproul, Heather Monika	LPN090979	Allen, Jessica Ruth Anne
LPN090935	Patel, Naman Chandrakant	LPN090980	Ciminello, Elizabeth Irene
LPN090936	Hayes, Amy Nichole	LPN090981	Eunice, Phillip Blake
LPN090937	Brock, Megan Elizabeth	LPN090982	Paul, Ioana Alina
LPN090938	Jackson, Brandy Michelle	LPN090983	Torres Salas, Gloria Enid
LPN090939	Austin, Brittany Nicole	LPN090984	Atwell, Shawna Isabel
LPN090940	Wilson, Jasmina Samonie Parker	LPN090985	Brown, Cortney Letrese
LPN090941	Worrell, Teesha Shelly	LPN090986	Richardson, Kalie DeAnn
LPN090942	Ball, Jeffrey Marcel	LPN090987	Cole, Kasandra Maxine
LPN090943	Bland Hicks, Minnie	LPN090988	Cole, Kimberly Ann
LPN090944	Bull, Renita Richardson	LPN090989	Chastain, Ashton Brooke
LPN090945	Fulmore, Sandra ReneÃ©	LPN090990	Taylor, Savannah Lee

LPN090991	Martin, Marissa Linder	LPN091047	Martinez, Racheal Diene
LPN090992	Holmes, Trista Marie	LPN091048	Meadows, Lori Denise
LPN090993	Richardson, Mercedes Lynn	LPN091049	McGrew, Stephanie Lynn
LPN090994	Wright, Logan Elizabeth	LPN091050	Caramazza, Jessica Marie
LPN090995	Sigman, Michelle Diane	LPN091051	Jones, Jessica NMN
LPN090996	Knight, Joshua Clay	LPN091052	Rice, Tiffany Danielle
LPN090997	Acampora, Angela Christine	LPN091053	VICKS, LATASHA MONQUE
LPN090998	McBride, Kimberly Hatchett	LPN091054	Hayes, Destiny Nicole
LPN090999	Osborne, Andriana Nicole	LPN091055	Johnson, Sadena R.
LPN091000	Byrd, Kari Anne	LPN091056	Ned, Pamela Marie
LPN091001	Salazar, Barbara Ashley	LPN091057	Williams, Andysha M.
LPN091002	Jones, Jamie Leigh	LPN091058	Brown, Kimberly Kay
LPN091003	Evans, Sherri Jones	LPN091059	Goth, Jennifer Renee
LPN091004	Bello, Charmaine Richards	LPN091060	Garvoye, Julia
LPN091005	Asani, Akansha Deepti	LPN091061	Sewell, Mary Christine
LPN091006	Haynes, Latoya Blount	LPN091062	Coker, Julia Denese
LPN091007	Poole, Brittany Morgan	LPN091063	Isaac, Aaron
LPN091008	Hay, Olivia Jones	LPN091064	Harvey, Diamarche Denise
LPN091009	Hooper, Karen	LPN091065	Robinson, Lindsay Michelle
LPN091010	Ventura, Lucretia Nicole	LPN091066	Youngblood, Justin Buchanan
LPN091011	Burchett, Lauren Nicole	LPN091067	Booth, Jessica Ann
LPN091012	trammell, kiara vontresa	LPN091068	McCray, Charon Dijan
LPN091013	Nunez, Stephanie Beatriz	LPN091069	Ballard, Shannon Casey
LPN091014	Ross, LaQuasha Monique	LPN091070	Robinson, Peter, III
LPN091015	Gilmore, Robert Anthony	LPN091071	Foote, Zenetta Harris
LPN091016	Lovett, Shelly Marie	LPN091072	Gallman, Misty
LPN091017	Barlow, Linda Ronette	LPN091073	Albright, Shalene Ryna
LPN091018	Ross, Jahid Kwaku	LPN091074	Boyd, Brandi Michele
LPN091019	Lutz, Nita Lynn	LPN091075	Cobiella, Graciela Eva
LPN091020	Kautzman, Brandi Renee	LPN091076	Boynes, N'Kenge Tamara
LPN091021	Mosier, Suzanne Parks	LPN091077	WASHINGTON, ANDREA MONIQUE
LPN091022	Johnson, Crystal Kaye	LPN091078	Mitchell, Octavia Zakia
LPN091023	McLeod, Cynthia Rita	LPN091079	Goggins, Toni Lynn
LPN091024	Stingley, Rebecca Susan	LPN091080	Scobey, Margaret Elizabeth
LPN091025	Guzman, Angelica M.	LPN091081	Jean, Oedipe Fils
LPN091026	Lewis, Sharissa Renee	LPN091082	Jalill, Fairouz Panday
LPN091027	Morgan, Cherrie Lyn	LPN091083	Hawkins, Jerica Marie
LPN091028	Lynch, Lisa Guinn	LPN091084	Scott, Kira Cheney
LPN091029	Brown, India Deborah Ann	LPN091085	Rigby, Kristin Nichole
LPN091030	Sanders, Joyce Marie	LPN091086	Gray, Rebecca Lynne
LPN091031	Replogle, Tara Ann	LPN091087	Roberts, Wilchesha Leskete
LPN091032	Holmes, Markeysha Rena	LPN091088	Martinez- Abbott, Illiana Lavorna
LPN091033	Moore, Martesa Ann	LPN091089	Hough, LaTisha Sheree
LPN091034	Hackett, Linda Grace	LPN091090	Saccocio, Haylee Dawn, Saccocio
LPN091035	Daughtry, Jessica Amanda	LPN091091	Yeboah, Akosua Achiaa
LPN091036	Spivey, Kayla Lynn	LPN091092	Voss, Dawn Annette
LPN091037	Raby, DeAnn Marie	LPN091093	West, Anna Kidder
LPN091038	Nasah, Eucharia Nwegauh	LPN091094	Rucks, Yosea Artell
LPN091039	Waters, Tara L.	LPN091095	Allen, Kenya Christine
LPN091040	Oladebo, Iyabode	LPN091096	Randall, Nateisha Saverna
LPN091041	Toussaint, Marthe	LPN091097	griggs, jennie renee
LPN091042	Burke, Kimberly Renee	LPN091098	Kieu, Xuan Trang Mong
LPN091043	Mulrain, Shanika MiQuelle	LPN091099	Wainright, Nikki Lavon
LPN091044	Yu, Penzi	LPN091100	Russell, Lorna Vinette
LPN091045	Jacks, Karleen Joy	LPN091101	McDaniel, Kelli Deeann
LPN091046	Phifer, Christopher Paul	LPN091102	Collier, Marcus Allen

LPN091103 Ojedapo, Ademola Razaq
 LPN091104 Williams, Heather Ramona
 LPN091105 Neal, Bertricia Loraine
 LPN091106 Vega, Vanessa Alysha
 LPN091107 Grant, Jamillah Lateba
 LPN091108 Doutrich, Latarshia Green
 LPN091109 Taylor-Bryant, Jennifer Michele
 LPN091110 Welch, Talya Marie
 LPN091111 Keaton, Tasha Sevela
 LPN091112 Harris, Meisha Jacquitta
 LPN091113 Maldonado, Ashley Mae
 LPN091114 Dolo, Bleh
 LPN091115 Newson, Norma Gabrielle
 LPN091116 Konu, Selasi Ama
 LPN091117 Haffener, Tisha Leigh
 LPN091118 Daniels, Takeshia Lorraine
 LPN091119 Davis, Tanita Wortham
 LPN091120 Frank, Keri Ashanti
 LPN091121 Vinson, Cheryl Lavonne
 LPN091122 Crawley, Angela Denise
 LPN091123 Jeindl, Mary Jo
 LPN091124 McDonnough, Sikina Clarke
 LPN091125 Gregoire, Fernando
 LPN091126 Neil, Cynthia Elaine
 LPN091127 Harris, Nicole Michelle
 LPN091128 Smith, Chelsea Ciera
 LPN091129 Kireria, Lucy Makena
 LPN091130 Bennett, Shaneikia Areal
 LPN091131 Brown, Natalya A'shunda
 LPN091132 Fowlkes, Yvonne Gwenae
 LPN091133 Hively, Candy Sue
 LPN091134 Meinke, Samantha Michelle
 LPN091135 Davenport, Heather Elmore
 LPN091136 Williams, Kirstyn Mae
 LPN091137 Nelson, Tanya Sue
 LPN091138 James, Jinette Esther
 LPN091139 Dixon, Kendra Martice
 LPN091140 Mose, Shamara Evette
 LPN091141 Mitchell, Bryanna Lashay
 LPN091142 Karr, Laura Cecile
 LPN091143 Thomason, Rebecca Leigh
 LPN091144 Aldabe, Samantha Jean
 LPN091145 Belcher, Katie Lynn
 LPN091146 Sparks, Dawn Alison
 LPN091147 Hernandez, Amanda Denise
 LPN091148 Williams, LaTerra Shonnette
 LPN091149 Slusher, Sharon Quintex
 LPN091150 Long, Kameron Devante
 LPN091151 Strong, Melissa Pulliam
 LPN091152 Collins, Cortney Pauline
 LPN091153 Boyd, Joyce Darlene
 LPN091154 Bishop, Eldrenna Shen'e
 LPN091155 Jimenez, Vanessa
 LPN091156 Philip, Suni Sosa
 LPN091157 Horne, Renda Lashawn
 LPN091158 Steer, Lessitte Leonie

LPN091159 Gragg, Marlena Denise
 LPN091160 Zoss, Julia Catherine
 LPN091161 Gardner, Rasheena S
 LPN091162 Haynes, Kayla Danielle
 RN068065 Davis, Kathleen Patricia
 RN075080 Roseberry, Lisa Yvette Harris
 RN081638 Kiblinger, Lisa R
 RN089679 Presswood, Margaret Murray
 RN105651 Fogger, Susanne Eileen
 RN108351 Myers, Amy Jo Anderson
 RN117413 Holton, Philip Wayne
 RN123475 Floyd, Tommie Joann
 RN123906 Novak, Teresa Ann
 RN128814 Bing, Cecelia
 RN134877 Brown, Takaya Lashun
 RN135932 Stevens, Debbie Yong
 RN140236 Renfro, Rhonda L. Peters
 RN143372 Malcom, Natalie Kay
 RN144404 Haynes, Adrienne Michele
 RN146400 Bennett, Tracy Lynn Ooten
 RN149359 Mims, Celeste Renee Marshall
 RN154808 Polk-Seldon, Gabriele Kathe
 RN155386 Bowden, Allison Danielle
 RN157693 Ragsdale, Cynthia Lynn Bryant
 RN159327 Miller, Brandi Nicole Heard
 RN159356 Robbins, Megan Brooke
 RN160261 Denmark, Stephanie Renee
 RN160664 Thompson, Angela Dawn
 RN161240 Willis, Phylis Jan
 RN161369 Onyeuku, Felicia Nkpola
 RN161923 Murdock-Cohen, Lenice Marcia
 RN162951 Kamali, Esmaeil Ben
 RN164339 Randolph, Linda Kathryn
 RN164716 Mathis, Jessica Nicole
 RN165649 Morris, Octavia DeChandra
 RN165925 Dixon, Monica Rena
 RN166228 Ogoo, Millicent Raydette
 RN168116 Dowling, Amber Lang
 RN168411 Kline, Jennifer Susanne
 RN169166 Georges, Frantz Augustin
 RN169392 Cornavaca, Spring E. Luttrell
 RN169747 Andrews, Rachel Aleen
 RN170009 Huffman, Emily Denise
 RN170056 Grove, Misty Leigh
 RN173450 Gibson, Tiffanie Ann
 RN175466 Anderson, Jessica Tanksley
 RN175654 Fowler, Andrea Papai
 RN176821 Fuller, Ronald Keith
 RN177047 Echere, Kaka
 RN177168 Hill, Temeka Mariah
 RN177579 Inyang, Peter Claver
 RN177900 Patti, Farrah D.
 RN178980 Finley-Bruno, Joyletta Robeanna
 RN181695 Joyce, Katrina Jonte'
 RN181921 Moncrieffe, Nicole S.
 RN183651 Williams, Nancy Rutherford

RN183800	Polatty, Esther Jackson	RN215455	Hughes, Jolee Vaughn
RN183990	Adkins, Lynsey Joy	RN215491	Uhlich, April Elaine
RN184609	Fortingo, Esther Wakuna	RN215521	Kinsey, Holly D.
RN184683	Martin, Louisa Dasher	RN215598	Nelson, Doungphon
RN185458	Batchelder, Carol Ann	RN215688	Keller, Christina Frances
RN186975	Sadler, Lori Allen	RN215883	Well, Aline Ange
RN188941	Minkoff, Alice Okon	RN217684	Wagnon, Justin Edward
RN192483	Qualls, Sarah Elizabeth	RN220439	Wade, Nathan Charles
RN193221	Shumaker, Charvette Gaitone	RN220607	Hoefs, Jamie Elizabeth
RN195200	Austin, SeKeithia Sims	RN221018	Cannady, Kyle Ashton
RN195213	Allen, Jacob Eugene	RN221128	Gutermuth, Amy Marie Turner
RN199159	Muse, Tiffany Felicia	RN221254	Creel, Stacy Lynn Bohannon
RN199522	Samaha, Andrea Maguire	RN222467	Jones, Aaron Tyler
RN200580	Miller, Tashana C	RN223654	Williams, Kasheika Nacole
RN200680	Prinsell, Jenny Steiglele	RN224069	Brown, Ruth Quicke
RN201661	Merritt, Amanda Carver	RN224092	Whaley, Lorna Kay
RN201730	Jones, Cynthia Renee	RN225064	Lewis, Samantha Elizabeth
RN202095	Atkins, Denise Hanak	RN227169	Abrams, Renecha M
RN202159	Bivings, Shekema Camille	RN227553	Morris, Brittany Ledford
RN203023	Daniel, Shannon Moon	RN230351	Harris, Ashley
RN203699	Sirbu, Mariana Cutulab	RN232343	Humphreys, Laura Beth
RN203788	Olurinde, Kafayat Yetunde	RN234129	Choe, Unchong Christina
RN203792	Glascok, Darcy Anne Racoff	RN234276	Bartra, Desiree Monique
RN204101	Schoen, Eleanor Kirby	RN234409	Lance, Jeffrey Lynwood
RN204127	Brown, Carla LaShuan	RN234548	Record, Geneva Marie
RN204167	Bagwell, Gary Nathan	RN242110	Scott, Melissa Danyel
RN204468	Bursey, Lauren Geeter	RN245528	Brandt, Heather Andrea
RN205344	Cooper, Epris Celisse	RN246255	Weston, Tiffanie Christine
RN206677	Henke, Stephanie Jayne	RN246444	Nix, Amy Lohse
RN206906	Cox, Douglas Allen	RN246649	Woodham, Chanetta LaShan
RN206976	Lukano, Caroline Sheila	RN247022	Hendrix, Rebecca Alice
RN207420	Buckner, Tanesh Lasharn	RN247075	Winkelman, Laura Marie
RN207494	Inneh, Adesuwa	RN247081	Cunningham, Angela Aurora
RN207518	Jett, Ronald Christopher	RN247115	Wilson, Laura Renae
RN207596	Brockman, Hailey Jo	RN247235	Morgan, Katherine Grace
RN208788	Borders, Virginia Parsons	RN247289	Armstrong, Hailey Danielle
RN208948	Kidwell, Natisha L	RN247358	Lynch, Brian Gregory
RN208988	Wahl, Kimberly Greer	RN247360	Heise, Katherine Jo
RN209094	Cheek, Ashley Shearer	RN247438	Erdelyi, Jennifer Lynn
RN209267	Wilkes, Jennifer Ann	RN247555	Prousalis, Tina R
RN209521	Kemp, Mieshia Staples	RN247558	Kraus, Jessica Anne
RN209627	Lee, Melissa Morton	RN247559	Shook, Shannon Keen
RN209646	Forehand, Brett Allen	RN247560	Krinn, Ronald Jason
RN210468	Casey, Kellie Elizabeth	RN247561	Dean, Holly Mae
RN211052	Alamu, Ikeade Bello	RN247562	Austin, Lindsay Reding
RN211370	Schiavoni, Kimberly Rose	RN247563	Thompson, Terineka Michelle
RN212024	Dubois, Melissa Ann	RN247564	Bakken, Marian Hoysradt
RN212517	Thornton, Lauren Elizabeth	RN247565	Brown, Erin Shea
RN212817	Barstow, Pamela Dawn Croissant	RN247566	Williamson, Ken'Noka Katrice
RN212941	Tingle, Sara Elizabeth Wright	RN247567	Dassow, Jennifer Ann
RN213094	Bennett, Kimberly Ann	RN247568	Banks, Amber Danielle
RN213196	Blanchard, Whitney Suzanne	RN247569	Hodge, Jessica Lynn
RN213832	Williams, Amy Elizabeth	RN247570	Cruz, Allain Pierre Dy
RN214440	Sapoznick, Scott Alan	RN247571	Castillo, Marleth Xiomara
RN215355	Ogburn, Leslie Ugland	RN247572	Hancock, Ulyssa Octavia
RN215448	Goodwin, Elizabeth Jo	RN247573	Henderson, Heather Nicole

RN247574 Deitchley, Lindsey Erin
 RN247575 Fitzpatrick, Kirsti Allison
 RN247576 Williams, Danielle Natasha
 RN247577 Callaway, Shannon Kay
 RN247578 Donacin, Daguse
 RN247579 Roberts, Elizabeth Jay
 RN247580 David, Soumya Esther
 RN247581 Chinyelu, Mukama M.
 RN247582 Roberts, Carla L.
 RN247583 Smith, Kristin Luckett
 RN247583 Smith, Kristin Luckett
 RN247584 Thompson, Tasha Shawnel
 RN247585 Leininger, Lindsay Ann
 RN247586 Cospser, Cynthia Dianne
 RN247587 Adedeji, Adejoke Oluwatosin
 RN247588 Rashad, Raynea Shree
 RN247589 Knous, Gabriel M.
 RN247590 Malbrue, Vickie Diana
 RN247591 Mastre, Leeza Nicole
 RN247592 McZell, Melissa Lonette
 RN247593 Morris, Caitlin Anne
 RN247594 Wright, Erin Elizabeth
 RN247595 Stone, Brian Keith
 RN247596 Hammons, Kati Elaine
 RN247597 Davis, Pamela Lorraine
 RN247598 Moore, Tera Denise
 RN247599 Jowers, Jacqueline
 RN247600 Cook, Dana Michelle
 RN247601 Little, Courtney Chantell
 RN247602 Bloom, Amber Jean
 RN247603 Salatich, Stephanie Malter
 RN247604 James, Shanoy
 RN247605 Bagwell, Susan Maxine
 RN247606 Baker, Beth Ann
 RN247607 Donat, Melissa Mary Evelynne
 RN247608 Leone, Kathleen
 RN247609 Myers, Megin Adams
 RN247610 Nsanze, Jeannette U
 RN247611 Gilbert, Kimberly K.
 RN247612 Krutz, Helen Winifred
 RN247613 Dixon, Dawn Elizabeth
 RN247614 Hull, Erin Lynn
 RN247615 Pfeiffer, Julie Ann
 RN247616 Doreus, Natasha Nicole
 RN247617 McGill, Sarah Jean
 RN247618 Epps, Angelica Marie
 RN247619 Reid, Allen Douglas
 RN247620 Stiles, Karlene Pamela
 RN247621 Behnke, Jessica Lafurgey
 RN247622 Iarusso, Susan Mary
 RN247623 Ramadan, Joel Hassan
 RN247624 Cole, Andreaette
 RN247625 Zefting, Kelli M.
 RN247626 DeVera, Denise Alyssa
 RN247627 Estes, Karen P
 RN247628 Hester, Faye Marie

RN247629 McIntyre, Lisa Ranee
 RN247630 Mathis, Rachelle Jane
 RN247631 Torke, Brittany Shea
 RN247632 Male, Gail Ann
 RN247633 Loftsgard, Theodore Orven
 RN247634 Wingett, Brenna Elizabeth
 RN247635 Mitchell, Joni Concetta
 RN247636 Medina, Francine R.
 RN247637 Harriott, Laura Cristina
 RN247638 Parker, Taryn Lee
 RN247639 Bailey, Erin Nicole
 RN247639 Bailey, Erin Nicole
 RN247640 Reece, Anna Lucia
 RN247641 Weddle, Wyconda Elaine
 RN247642 Zebrowski, Thomas
 RN247643 Clayton, Samantha Marsh
 RN247644 Fountain, Catrina Ann
 RN247645 Kadlewicz, Laura-Ann Jude
 RN247646 Steele, Tamiko Miranda
 RN247647 Bonney, Farrah Shanne
 RN247648 Ceravolo, Anna Maria Francesca
 RN247649 Ferbet, Susan C.
 RN247650 Goodie, Peaches Ann
 RN247651 Fimple, Sonja Elaine
 RN247652 Griggs, Brandi L.
 RN247653 Johnson, Kelly Michelle
 RN247654 Lankoande, Mariame Traore
 RN247655 Hesney, Sarah Blake
 RN247656 Woodham, Dixie Ann
 RN247657 Willis, Vicky Anne
 RN247658 Tolla, Howe
 RN247659 Shearer, Jennifer Nicole
 RN247660 Peters, Belinda Summer
 RN247661 McTaw, Marvette Jamea
 RN247662 Richardson, Shervonna Norvette
 RN247663 Bruckman, Rhonda Cae
 RN247664 Richardson, Angela Rae
 RN247665 Adams, Unica Camelita
 RN247666 Cain, Gina McLemore
 RN247667 Treadwell, Myra Angelique
 RN247668 Hahn, Denise Marie
 RN247669 Bramhall, Maria Floreli
 RN247670 Haynia, Daniel Casey
 RN247671 Parker, Kimberly Anne
 RN247672 Roots, Robin Smith
 RN247673 Jani, Namrata
 RN247674 Carpenter, Alison Rose
 RN247675 Estridge, Jennifer L.
 RN247676 Shelton, Misty Dawn
 RN247677 Winston, Priscilla Jacqueline
 RN247678 Chandan, Aditya Mukesh
 RN247679 Thomison, Carol Cheri'
 RN247680 Ziogas, Melissa Ashley
 RN247681 Simpson, Kela Kamali
 RN247682 Shuler, Caleigh Elizabeth
 RN247683 Santos, Sanmaries Yvette

RN247684 Hosmer, Joni Lynett
 RN247685 Salami, Fatimo Olusola
 RN247686 Phillips, Melissa A
 RN247687 Lamm, Valerie Ann
 RN247688 Barla, Nicole Kathleen
 RN247689 Cross, Donna M.
 RN247690 Glass, Quentin Eugene
 RN247691 Galehouse, Leah Lynne
 RN247692 Dedier, Ansley Nicole
 RN247693 Hollis, Janice D.
 RN247694 Dantzler, Raina DeVon
 RN247695 Parks, Donathan Gerard
 RN247696 Crum-Ewing, LaTanya Jeanese
 RN247697 Odugbemi, Tolulope Tenidunni
 RN247698 Nyaga, Tabitha W
 RN247699 Quaempts, Cammie
 RN247700 Pollard, Leah Tanisha
 RN247701 Pugh, Billie Jo
 RN247702 Weaver, Carrie Renee
 RN247703 Armstrong, Tammy Lynn
 RN247704 Van Osdale, Carmen Barbara
 RN247705 Richardson, Kerry Bonita
 RN247706 Mobley, Rebecca Jean
 RN247707 Roderick, June Denise
 RN247708 Paryo, Toniah Mishal
 RN247709 Martinez, Myra Contreras
 RN247710 Mannery, Kassundra Nicole
 RN247711 Lundberg, Julie Ann
 RN247712 Evans, Andrea Marie
 RN247713 Ramos, Kristofer Lapid
 RN247714 Blair-Hill, Beverly Gail
 RN247715 Rice, Edward Jonathan
 RN247716 Morrison, Lauren Ann
 RN247717 Kirk, Sara Ann
 RN247718 Decrescente, Stephanie Lynn
 RN247719 Ondieki, Damaris Nyanchama
 RN247720 Borrero Gonzalez, Lina Marcela
 RN247721 Higgins, Sarah J.
 RN247722 Malinowski, Palmer McKinley
 RN247723 Conard, Robert John
 RN247724 Cox, Csqshundra Dominique
 RN247725 Gatson, Juanaque Shantay
 RN247726 Turner, Michelle Lynn
 RN247727 Royer, Adam Shane
 RN247728 Llido, Mary Gale Valerie
 RN247729 Ramsay, Carole Ann
 RN247730 Jacopelli, Ruth Misa
 RN247731 Dace-Murkey, Deidra Shanice
 RN247732 Henke-Milovac, Marlene Marie
 RN247733 Varns, Taniesha Vernita
 RN247734 Hess, Michael Robert
 RN247735 Barkley, Valerie Verona
 RN247736 Gentry, Leigh Pollard
 RN247737 Rarick, Caitlin Marie
 RN247738 Wright, Katernia Shena
 RN247739 Gravitte, Jennifer Leigh

RN247740 Lagala, Amy Joy
 RN247741 Leibfreid, Lisa Beth
 RN247742 Vora, Kajal Pandya
 RN247743 Harris, Tonya Reena
 RN247744 Perteet, Roslyn Brandy
 RN247745 Phillips, Terra Jean
 RN247746 Yarb, Deborah Popovnak
 RN247747 Rigdon, Kim A
 RN247748 Nash, Brandon Jamar
 RN247749 Whiddon, Tonya June
 RN247750 Yacobucci, Jennifer Palmer
 RN247751 Williams, Jovan Nicole
 RN247752 WOODARD, JOHN EDWARD, III
 RN247753 Globke, Nicole Alexandria
 RN247754 Hadley, Dorothy P.
 RN247755 Thome, Lori Katherine
 RN247756 Achew, Kongit B.
 RN247757 Sexton, Sarah Christian
 RN247758 Adams, Annette Renee
 RN247759 Till, Annalisa Budde
 RN247760 Scherer, Daniel Joseph
 RN247761 Affinito, Justine Marie
 RN247762 Fleck, Denise Carol
 RN247763 Mower, Heidi Marie
 RN247764 Jolley, Sherry Ann
 RN247765 Hasson, Traci Jo
 RN247766 Mastrella, Dawn Marie
 RN247767 Casanova-Zanhar, Myranda
 RN247768 Craig, Colleen Joyce
 RN247769 Alston, Alexandra Diane
 RN247770 Anderson, Amy Eileen
 RN247771 Barron, Sandra Cox
 RN247772 McIntyre, Michele Theresa
 RN247773 Wilson, Frank James, Jr.
 RN247774 Nadack, Kristi ShantÃ©
 RN247775 Zahorik, Daniel James
 RN247776 Chaloux, Jennifer Lee
 RN247777 Dial, Katrina Margeret
 RN247778 Simmons, Felicia J
 RN247779 Higdon, Jonna Annece
 RN247780 Bell, Patsy Ruth
 RN247781 De Pierro, Stephanie Julia
 RN247782 Bonds, Allison Gail
 RN247783 Docheva, Margarita Noel
 RN247784 Foster, Meshawn Litol
 RN247785 Hopper, Sara Laval
 RN247786 Whiting, Kelly Whitmire
 RN247787 Skinner, Ashley Arrington
 RN247788 Nunez, Tayanau DeAnn
 RN247789 Vaz, Sandra Angel
 RN247790 McVey, Randal David
 RN247791 Hicks, Kristi Michelle
 RN247792 Willis, Candace Lynette
 RN247793 Dewoody, Robert Morgan
 RN247794 Edwards, Morgan Elizabeth
 RN247795 Bond, William C

RN247796 Williams, Missy Maleigh
 RN247797 Reese, Summer Virginia
 RN247798 Farrell, Samantha Michelle
 RN247799 Tingle, Rachel Hopson
 RN247800 Landry, Paula Lynn Hensley
 RN247801 Long, Elizabeth Linette
 RN247802 Abasambi, Muhiyidin Abawari
 RN247803 Hiett, Tamara Janeen
 RN247804 Williams, Tanya
 RN247805 St. Marie, Martha Jo
 RN247806 Smith, Delora A
 RN247807 Knight, Brian David
 RN247808 Kirk, Kimberly Lynn
 RN247809 Smith, Javonda Shavelle
 RN247810 Kauffman, Carrie Valetta
 RN247811 Camacho, Katrina Simone
 RN247812 Cassel, Krista Marie
 RN247813 Newson, Tinesia Lashea
 RN247814 Smith, Elizabeth Culbreath
 RN247815 Pflug, Julia Lynn
 RN247816 Ramirez, Laura
 RN247817 Thorpe, Stephen James
 RN247818 Ware, Brittany L.
 RN247819 Wendel, Kelley Lynne
 RN247820 Simerly, Michelle Anne
 RN247821 Lowery, Stephanie Elaine
 RN247822 Kimbell, Bailey Barcus
 RN247823 Rhodes, Donna Marie
 RN247824 Simms, Lindsey Taylor
 RN247825 Shadburn, Amanda Brooke
 RN247826 Martin, Frances Grace
 RN247827 Dodd, Amelia Heather
 RN247828 Moss, Everett Gerald, II
 RN247829 Wilson, Regina Renee
 RN247830 THOMPSON, CHRISTINA LOUISE
 RN247831 Pulliam, Morgan Paige
 RN247832 BAKER, ROBIN SHEPARD
 RN247833 Shobert, Charlotte Lynn
 RN247834 Stern, Stacey Lee
 RN247835 Wilson, Brandy Michelle
 RN247836 Smith, Kathleen Marie
 RN247837 Tortorici, Kristen Leigh
 RN247838 Hallahan, Charity Lynn
 RN247839 Ware, Shuronda Monice
 RN247840 Chenot, Eileen Margaret
 RN247841 Albert, Nicole Denise
 RN247842 Gomez, Florinda Victoria
 RN247843 Deadwyler, Michelle Owen
 RN247844 Guffin, Carl Bradley
 RN247845 Brown, Morgan Lee
 RN247846 Davis, Nicey Charisse
 RN247847 Longmire, Pamela Marcel
 RN247848 Taylor, Velma Dawn
 RN247849 Leonard, Amita John
 RN247850 Drumm, Sandra L.
 RN247851 Johnson, Heather Ashley

RN247852 Floyd, Kelsey Noel
 RN247853 Hill, Heather Denese
 RN247854 Moore, Dana Williams
 RN247855 Fleeman, Shannon Miller
 RN247856 Brumfield, Shabazz Jaz'sha
 RN247857 Bryan, Heather Anne
 RN247858 Bailey, Erica Ann
 RN247859 Womack, Crystal Maria
 RN247860 Lewis, Shayla Christine
 RN247861 York, Christina Nichole
 RN247862 Baker, Heath Lee
 RN247863 Means, Chastinee Latresha
 RN247864 Stone, Jenna Susan
 RN247865 Shields, Kenya Nayely
 RN247866 Lomma, Katie Beth
 RN247867 Bates, Stuart Godwin
 RN247868 Bowles, Lauren Taylor
 RN247869 Castillo Ramirez, Natalia Carolina
 RN247870 Hodges, Kala Hope
 RN247871 Bunn, Amber Toomey
 RN247872 Hynote, Shalon Michelle
 RN247873 Wilson, Augustus Kweku
 RN247874 Taylor, Meaghan Jade
 RN247875 Roberts, Monica Nichole
 RN247876 Nacke, Roberto Joshwa
 RN247877 Lowder, Stephanie Rae
 RN247878 Baker, Debra Lynn
 RN247879 Albert, Jamila Ann
 RN247880 Barron, Stephanie Marianne
 RN247881 Rolon-McLeod, Nilsa Yvette
 RN247882 Fountain, Joshua Shane
 RN247883 Tuttle, Jennifer Leesa
 RN247884 Gould, Ariel Breeze
 RN247885 Underwood, Angela Lynn
 RN247886 Threlkeld, Lauren Davis
 RN247887 Smith, Amber Dakota
 RN247888 Danforth, Angela Sherrell
 RN247889 Wootton, Kimberly Dawn
 RN247890 Wiley, Cassidi Lynn
 RN247891 Howard, April Veronica
 RN247892 Lancaster, Margo Elaine
 RN247893 McElveen, Charles Andrew
 RN247894 Boohaker, Paula Ann
 RN247895 Peake, La-Keisha Monique
 RN247896 Leverette, Haley Nicole
 RN247897 Edekobi, Emmanuella A
 RN247898 Williams, Wanda Denise
 RN247899 Freeman, La'Breaska Renee
 RN247900 Mueting, Lauren Ashley
 RN247901 Adams, Jamie Nicole
 RN247902 Balliew, Heather Marie
 RN247903 Goolsby, Tanesha Lane
 RN247904 Cross, Joanna Lee
 RN247905 Duckworth, Lauren Elisabeth
 RN247906 Gibson, Haleigh Cheyanne
 RN247907 Green, Abby Renea

RN247908 Headrick, Kasey Nicole
 RN247909 Ho, Lily Ngoc
 RN247910 Jorden, Meghan Danielle
 RN247911 Lanier, Zara Elizabeth
 RN247912 Layton, Toni Price
 RN247913 Nelson, Krista Mae
 RN247914 Penton, Melissa Richelle
 RN247915 PomPilus, Jennie Marina
 RN247916 Powell, Bonnie Clare
 RN247917 Grady, Angel Lynn
 RN247918 Smith, Tammy Amelia
 RN247919 Thomas, Kereida Alesha
 RN247920 Winkler, Amy Carolyn
 RN247921 Warner, Debbie Ann Marie
 RN247922 Williams, victor Mark, Jr.
 RN247923 Dhoooge, Carol Ann
 RN247924 Tadpole, Bethany Levonne
 RN247925 Glassford, Duane Allan
 RN247926 Brewington, Sharanetta Marie
 RN247927 Mustardo, Rene
 RN247928 Palumbo, Brianna Elizabth
 RN247929 Kelly, Amanda Nicole
 RN247930 Minoza, Edilberto Labanon
 RN247931 Jacquay, Jasmine Annette
 RN247932 Wilson, Amy Elizabeth
 RN247933 Sanchez, Christine Lynette
 RN247934 Villar, Jeanette Martinez
 RN247935 Smith, Clarissa Lorraine
 RN247936 Higdon, Destiny Joy
 RN247937 Langley, Amanda Jane
 RN247938 McKenzie, Angela Keitha
 RN247939 Sizemore, Ruby Ann
 RN247940 Yonker, Ashley Elizabeth
 RN247941 Johnson, Shanie Leonore
 RN247942 Sieverding, Kristin Elizabeth
 RN247943 Schaubel, Tiffany Rae
 RN247944 Murphy, Sonya Marie
 RN247945 Hunt, Christine Marie
 RN247946 Atkins, Steven Michael
 RN247947 Mcdonald, Michelle Forcier
 RN247948 Saia, Maria Hammond
 RN247949 Bell, Jason Edmund
 RN247951 Pruitt, Taylor Adele
 RN247952 Zheng, Yan
 RN247953 Langley, Kenneth Wayne
 RN247953 Langley, Kenneth Wayne
 RN247954 Scarberry, Lauren Elizabeth
 RN247955 Pittman, Bethany Joy
 RN247956 Early, Megan Marie
 RN247957 Coley, Rasheeta Chandler
 RN247958 Feller, Stephanie A.
 RN247959 Griffin, Ashley Jones
 RN247960 Swanner, Kimberly Dawn Ingram
 RN247961 Yarns, Caren Lynn
 RN247962 Hindenlang, Beverly Jean
 RN247963 Hines, Lisa Michelle

RN247964 Suber, Christen Kennedy
 RN247965 Hunt, Victoria Lynn
 RN247966 Hanson, Tammie Elaine
 RN247967 Chen-Donegal, Nicole Stephanie
 RN247968 Lamarre, Tera Lynn
 RN247969 Martens, Rebecca Ann
 RN247970 Pams, Constance Catina
 RN247971 Nunes, Jennifer
 RN247972 Kearns, Maggie Joann
 RN247973 DeLandro, Safiya Asabi
 RN247974 Kustermann, Kristen Lee
 RN247975 Isham, Nelda Dean
 RN247976 Dunkley-Mullings, Petergay
 RN247977 Waddy, Kimberly Lemmonds
 RN247978 Upton, Damari Theresa
 RN247979 Adams, Kolby
 RN247980 Aiken, Kate L. Szturma
 RN247981 Peterson, Rachel Rebekah
 RN247982 Alley, Brenda Kay Turnbo
 RN247983 Hinson, Julie Kate
 RN247984 Walsh, Cathy Marie
 RN247985 Amusan, Kolawole Lookman
 RN247986 Anderson, Denice Marie
 RN247987 Taveras, Julissa
 RN247988 Arvizu, Lisa Gayle
 RN247989 Talnose, Gabrielle Anna
 RN247990 Divers, Catherine Patricia
 RN247991 Starrett, Jessica Lynn
 RN247992 Flauding, John Richard
 RN247993 Dawson, Madison Nicole
 RN247994 Bauer, Linden Ellice
 RN247995 Dove, Anna Elizabeth
 RN247996 Sou, Sinath
 RN247997 Kerschner, Kyle Dorian Stephen
 RN247998 Kwosah, Victoria E
 RN247999 Marshall, Karen Ann
 RN248000 Miller, Julia Lynn
 RN248001 Gray, Kimberly Ann
 RN248002 Hicks, Jessica Brooke
 RN248003 Furdui, Margareta Manuela
 RN248004 Noland, Sara Alison
 RN248005 Nelson, Keri Lyn
 RN248006 Roach, Lana Felicia
 RN248007 McKinney, Michelle L.
 RN248008 Mukendi, Wendy Lynn
 RN248009 Kelly, Esther Marie
 RN248010 Norris, Anna Marie
 RN248011 Nicholson, William Benjamin
 RN248012 Rowe, Tammy Shenell
 RN248013 Gary, Tishana Louise
 RN248014 Dew, Danielle Jamar
 RN248015 Estrade, Neely Elizabeth
 RN248016 Alvarez Rigal, Joel
 RN248017 Goodwin, Tiffany Marie
 RN248018 Morris, Jill Christina
 RN248019 Martin, Stephanie Kaylan

RN248020 Oliver, Rachel Naomi
 RN248021 Reid, Patricia Leigh
 RN248022 Beard, Samantha Alice
 RN248023 Collins, Arlene Hariett
 RN248024 Parmar, Angana Premji
 RN248025 McFarland, Jessi Denise
 RN248026 Aldridge, Misti Elizabeth
 RN248027 Spann, Sunni Cherie
 RN248028 Howorth, Andrew Graham
 RN248029 Williams, Brandy Nicole
 RN248030 Berns, Shelby Victoria
 RN248031 Duncan, Lakeya Beatrice Varnadore
 RN248032 Dinger, Kellie Elizabeth
 RN248033 Dean, Brittania Monique
 RN248034 Benefield, Aimee Michelle
 RN248035 Kemp, Melissa Kaye
 RN248036 Yerkes, Lori Kathleen
 RN248037 Thompson, Ashley Michelle
 RN248038 Lackey, Eugenia D
 RN248039 Mooney, Emily Ann
 RN248040 Mooney, Holly Renee
 RN248041 Steen, Crosby Tyler
 RN248042 Thurmond, Holly Frances
 RN248043 Toler, Jessica Garrett
 RN248044 Phillips, Kayln Leann
 RN248045 Tilley, Brittani Dawn
 RN248046 Okeke, Patricia Efua
 RN248047 Bennett, Kelly Jordan
 RN248048 Zinamon, Brittanye Nicole
 RN248049 Gregg, Kristiana E.
 RN248050 Cumberbatch, Merdice Creola
 RN248051 Whiting, Kellen Elaina
 RN248052 Osman, Samantha
 RN248053 Worthen, Robin Nicole
 RN248054 Banares, Tracie Lynn
 RN248055 Goldsmith, Karen Ann
 RN248056 Baity, Thomas Jason
 RN248057 Chiappa, Gina Marie
 RN248058 Reuss, Pamelyn Noel
 RN248059 Znidarcic, Jennifer Jan
 RN248060 Shirley, Alisha Lashai
 RN248061 Pierce, Courtney Danielle
 RN248062 Roten, Lori K
 RN248063 Brown, Bonnidette Trivene
 RN248064 Propp, Natalie Starr
 RN248065 James, Emily Brooks
 RN248066 Deloatch, ShaNaayah L.
 RN248067 Bales, Amanda Lee
 RN248068 Perez, Daynette Elizabeth Johnson
 RN248069 Estaris, Cailin Jean
 RN248070 Moore, Denetra Raell
 RN248071 Greenfield, Victoria Michelle
 RN248072 Collier, Kayla Nicole
 RN248073 Keevil, Melissa Gale
 RN248074 Cole, Rickie Dushawn
 RN248075 Henderson, Alicia Marie

RN248076 MARTINEZ, KAYLA
 RN248077 McAfee, Sean Alexander
 RN248078 Sluka, Cherlynn Ann
 RN248079 Orsini, Wren Denmark
 RN248080 Benton, Rachel Landon
 RN248081 Blount, Tosha Jha'kila
 RN248082 Hall, Rosalie Shonice Champelle
 RN248083 Kelly, Patricia Ann
 RN248084 Moquin, Chelsie AnnMarie
 RN248085 Bettis, Heather Nicole
 RN248086 Drake, Jessica Lyn
 RN248087 Fields, Carole Ruth
 RN248088 Chalmers, Joseph William
 RN248089 Sanders, Kristina Marie
 RN248090 Fenlon, Eileen Forbes
 RN248091 James, Kelsea Renea
 RN248092 Sowell, Terra Melynn
 RN248093 Arcadia-Reynoso, Alonso Martin
 RN248094 Easom, Derrick Leigh
 RN248095 Mullis, Amber Elizabeth
 RN248096 Kittell, Jessica Dawn
 RN248097 Crawford, Eliza Vickers
 RN248098 Brown, Raven Symone
 RN248099 Scott, Caitlin Louise
 RN248100 Brewington, Jennifer Armacost
 RN248101 Lee, Laverne Sofia
 RN248102 Barnes, James William
 RN248103 Acreman, Dusty Ranae
 RN248104 White, Victoria Coley
 RN248105 Watts, Jakuria Ociyanna
 RN248106 Chacha, Pauline Weisiko
 RN248107 Ramsey, Christa Bouknecht
 RN248108 Martin, Gretchen Graham
 RN248109 Alemie, Zebib F
 RN248110 Robinson, Melissa Justine
 RN248111 Gifford, Robert Michael
 RN248112 Hudson, Lindsay Monnette
 RN248113 Bell, Sarah Jean
 RN248114 Schwiening, Susan Lynn Ruppenthal
 RN248115 Ryan, Mary Katherine
 RN248116 Conner, Shelby Sanders
 RN248117 Shiver, John Staunton
 RN248118 Wamsley, Marlene Sue
 RN248119 Smith, D. Shei
 RN248120 McCoy, Peggy
 RN248121 Fowler, Earl Jerome, III
 RN248122 Carver, Brenda Michelle
 RN248123 Allen, Benjamin Dale
 RN248124 Gorski, Sandra M.
 RN248125 Kammermeyer, Vanda Marie
 RN248126 Kee, Melanie Elizabeth
 RN248127 Barnes, Denise Ramona
 RN248128 Williams, Chandler Elizabeth
 RN248129 Roberts, Thomas Griffin
 RN248130 Hearn, Ciarra Nichole
 RN248131 Abraham, Siby

RN248132 Wilson, Alyssa Brooke
 RN248133 Tomberlin, Aaron Michael
 RN248134 Highsmith, Olivia Williams
 RN248135 Lundy, Angelique Rose
 RN248136 Stinehelfer, MaLisa Ann
 RN248137 Sturkey, Darius
 RN248138 Corbitt, Mary Houston
 RN248139 Baker, Jeremy Seth
 RN248140 Moncrief, Melanie Story
 RN248141 Snider, Mary Rose
 RN248142 Howe, Erin Leigh
 RN248143 Williams, Marques Dijon
 RN248144 Cotton, Angelica Shavaughnte
 RN248145 McMillan, Latoya Todderell
 RN248146 Neal, Henry Battle
 RN248147 Barnes, Leslie Nicole
 RN248148 Frolo, Hayden
 RN248149 Lewellen, Jessica Lynn
 RN248150 Jones, Brandy Lynn
 RN248151 Rewis, Charles Jordy
 RN248152 Webb, Chelsea Angelina
 RN248153 Beltz, Roy Allen
 RN248154 Nugent, Chevelle Christina
 RN248155 Ortiz, Luisa Marie
 RN248156 Benton, Brittany Lynn
 RN248157 Patterson, Sheila Marie
 RN248158 Dunn, Alyssa Marie
 RN248159 Creason, Michelle Diane
 RN248160 Brothers, Debra Kay
 RN248161 Bilger, Deborah Sue
 RN248162 Althausen, Hillary Michelle
 RN248163 Tyler, Sarah Elizabeth
 RN248164 Ashmore, Morgan Ann
 RN248165 Phillips, Karen E.
 RN248166 Netherton, Vikki Joann
 RN248167 Vaughan, Katherine Marie
 RN248168 Gadoski, Charlotte Jean
 RN248169 Ham, Kirstie Tillman
 RN248170 Gilley, Tori Alayna
 RN248171 Stipanov, Karrie Jean
 RN248172 Peabody, Abigail Marie
 RN248173 Tocher, Melissa May
 RN248174 Shead, Tina Renee
 RN248175 Waller, Kimberly Nicole
 RN248176 Howard, Deidra Lauren
 RN248177 Carrier, Margaret Ida
 RN248178 Thomas, Thomacina Evette
 RN248179 Mathis, Justin Flint
 RN248180 Ochoa, Roberto Antonio
 RN248181 Puckett, Deena Michele
 RN248182 Roebuck, Janise Michelle
 RN248183 Hall, Ashley Nichole
 RN248184 Pearsey, Katrina Louise
 RN248185 WILLIAMS, EMILY DIANE
 RN248186 Justice, Brittany Elizabeth
 RN248187 Sauls, Stephanie Michelle

RN248188 Foreman, Lisa Renee
 RN248189 Baumann, Katherine Ann
 RN248190 Yoder, Cody Allen
 RN248191 Dawson, Kayla Renae
 RN248192 Fergeson, Holly Lavada
 RN248193 Schuffert, Dawn Michele Erfman
 RN248194 Moran, Lisa K.
 RN248195 Eubanks, Erika Diene
 RN248196 Lingrosso, Brandi Nichole Henry
 RN248197 Losasso, Christina Marie
 RN248198 Kennedy, Shara Lynette
 RN248199 Wallace, Shornice Mone
 RN248200 Minyard, Nancy Beth
 RN248201 Kincaid, Jessica Elizabeth
 RN248202 Jones, Lachaya Radcliff
 RN248203 Walker, Steven Paul
 RN248204 Sheikh, Meagan Jeanine
 RN248205 Carter, Barbara Ann
 RN248206 Swaby, Alicia T
 RN248207 Hernandez, Emily Tirado
 RN248208 Espinoza, Martha Anne
 RN248209 Matthie, Nadine Sherene
 RN248210 McKenzie-Morle, Marilyn Olivia
 RN248211 Massingale, Abigail Marcia
 RN248212 Laman, Yolanda Gonzalez
 RN248213 Graver, Linda Marie
 RN248214 Layton, Jessica Ann
 RN248215 Zwilling, Paula L.
 RN248216 Hartzell, Alison Lynn
 RN248217 Held, Jill Elaine
 RN248218 Walz, Kathleen Rose
 RN248219 Haas, Adam Matthew
 RN248220 Guarneiri, Lisa Marie
 RN248221 Clark Guzman, Avan Nichole
 RN248222 Walker, Matthew Clayton
 RN248223 Cole, Meredith Coren
 RN248224 Simmons, Susan Lynne
 RN248225 Irby, Crystal Carol Jean
 RN248226 Kelley, Megan Marie
 RN248227 Johnson, Elizabeth Ashley
 RN248228 Green, Jacob Daniel
 RN248229 Rogers-Mans, Rachel Larissa
 RN248230 Lively, Brittany Ellison
 RN248231 Nolan, James Michael
 RN248232 Lebreton, Balkis Jenifer
 RN248233 Pariyar, Sita
 RN248234 Ellison, Amber Marie
 RN248235 wright, britany nicole
 RN248236 Pressley, Aphrodite Theodopolous
 RN248237 White, Jessica Beth
 RN248238 Sturniolo, Catherine Nichole
 RN248239 Jawad, Ioulia
 RN248240 Spires, Amanda Griffin
 RN248241 Flauding, James Michael
 RN248242 Lee, Kyer
 RN248243 Larimer, Karen Ann

RN248244 Knudson, Courtney Elizabeth
 RN248245 Killingsworth, Ceri Cox
 RN248246 Evans, Elizabeth Faye
 RN248247 White, Russell Allen
 RN248248 Lugo, Genesis C
 RN248249 Simpson, Kelly Ann
 RN248250 Cuffee, Shawnda Danessa
 RN248251 Dubisky, Georgina June
 RN248252 Dorsett, Abby Jane
 RN248253 Pollock, Sandra May
 RN248254 Engen, Ashley Anna-Marie
 RN248255 Wagoner, Krista Lynn
 RN248256 Rey, Karen Elizabeth
 RN248257 Justus, Jillian Nicole
 RN248258 Hurd, Aubrey Danielle
 RN248259 Hall, Susan Whitnie Hurst
 RN248260 Duran, Hannah Hughes
 RN248261 Clay, Cleydy Delenie
 RN248262 James, Samantha Brister
 RN248263 Settles, Kristin Kidd
 RN248264 Williams, Ruth Loraine
 RN248265 Sinopoli, Leslye Richards
 RN248266 Beam, Anna Kathryn
 RN248267 Morehead, Folayan Jamila
 RN248268 Kim, Un
 RN248269 Froats, Courtney Lynn
 RN248270 Johnson, April Marie
 RN248271 Wallach, Luisa Dolores
 RN248272 Governale, Lauren Christine
 RN248273 Harrison, Jacob Austin
 RN248274 Crain, Monick Moraes
 RN248275 Brantley, Wendy Adrienne
 RN248276 Crowder, Kristen Lorraine
 RN248277 Clairday, Jennifer Nicole
 RN248278 Cunningham, Brandon Christopher
 RN248279 Verton, Mandy Sue
 RN248280 Blaich, Natalie Elizabeth
 RN248281 El, Stephanie Rosita
 RN248282 Gilland, Robert Tyson
 RN248283 Gaulden, Heather Elaine
 RN248284 Henderson, Christie Lamar
 RN248285 Hirokawa, Cheryl Anne
 RN248286 Henderson, Amanda Lorraine
 RN248287 Tickle, Stacey Carter
 RN248288 Hill, Kimberly Latrice
 RN248289 Gray, Benjamin Kyle
 RN248290 Hilton, Alicen Cross
 RN248291 Llorens, Kimberly Dianne
 RN248292 Chism, Rebecca Kendall
 RN248293 McElmurray, Laurie Jean
 RN248294 Abraham, Melissa Ann
 RN248295 Spinnler, Emerald Jewel
 RN248296 Satterfield, Amanda Marie
 RN248297 Seagraves, Megan Ann
 RN248298 Crews, Tyler Kael
 RN248299 Co, Patricia Anne Baduel

RN248300 Strickland, Raleigh Caroline
 RN248301 Weyhe, Kara Renea
 RN248302 Shoemake, Danielle Renee
 RN248303 Owen, Jennifer Lynn
 RN248304 Graham, Andrea Nicole
 RN248305 Hamilton, DeJara Tenese
 RN248306 Melton, Angela Marie
 RN248307 Moore, Angelica Marie
 RN248308 Litton, Sheryl Lynn
 RN248309 Keith, Angela Jaye
 RN248310 Zimmer, Dorlene Anne
 RN248311 Fuller, Carli Alaina
 RN248312 Walker, Amena Kadisha
 RN248313 Williams, Alice Christina Nichole
 RN248314 Liberto, Judy Louise
 RN248315 Murphy, Angela Rose
 RN248316 Turner, Linda Ellen
 RN248317 Alexander, Jessica Faye
 RN248318 Shirley, Kelsey Paige
 RN248319 Agan, Kayla Alexis
 RN248320 Crider, Zachary Wayne
 RN248321 Dalton, Kelly Elaine
 RN248322 Lebrun, Jamie Lynn
 RN248323 Tuten, Keri Danielle
 RN248324 Sheahan, Taylor Marie
 RN248325 Durham, Shagaya Renee
 RN248326 Kelling, Mary Elizabeth
 RN248327 Marks, Hillary Corynn
 RN248328 Turner, Andrea Nichole
 RN248329 Winger, Jessica Nicole
 RN248330 Parsons, Rebecca Marie
 RN248331 LaHaye, Jennifer Michelle
 RN248332 Camden, Ashley Nichole
 RN248333 Stembridge, Milton Farrer
 RN248334 Cater, Gentry Danielle
 RN248335 Long, Jennafer McKensey
 RN248336 Thompson, Cecilia R
 RN248337 Bates, Camille Charlie
 RN248338 Daniel, Amber Michelle
 RN248339 Thrasher, Crystal Paquin
 RN248340 Ellison, Brooke Anne
 RN248341 Flint, Jessica Paige
 RN248342 McLeod, Shelley Kaye
 RN248343 Nixon, Chineta Latwan
 RN248344 Shaffer, Alyssa Tiffany
 RN248345 BANKSTON, PATRICK GLENN
 RN248346 Barfield, Mary Elizabeth
 RN248347 Vorpahl, Anneliese Marie
 RN248348 Mathews, Mariah Michelle
 RN248349 Gunter, Cara Elizabeth Ann
 RN248350 Taylor, Ashley Tonn
 RN248351 Daniel, Ashley Johnson
 RN248352 Cole, Allyson Mae
 RN248353 Stuart, Chenoa Dawn
 RN248354 Payne, Kristina Loryn
 RN248355 Evans, Kayla Presley

RN248356 NOEL, KIMBERLY LYNN
 RN248357 Greer, Ellis Kathryn
 RN248358 Reeck, Melanie Elizabeth
 RN248359 Weldon, Mary McIntyre
 RN248360 Zackery, Pamela D
 RN248361 Given, Kaitlyn Elizabeth
 RN248362 Colbert, Jeremy Antoine
 RN248363 Boyt, Kaydee Elizabeth
 RN248364 Kester, Sarah Harrell
 RN248365 Watkins, Charity Kathleen
 RN248366 Block, William Taylor
 RN248367 Tarrou, Brian Patrick
 RN248368 Rolo, Melina Renee'
 RN248369 Yearwood, James David
 RN248370 Bryant, Allison Leigh
 RN248371 Francis, Brittney Nicole
 RN248372 Smith, Marah Jewell
 RN248373 Lever, Sarah Alexandra
 RN248374 Sanders, Tyler Jameson
 RN248375 Roberson, Neil Allen
 RN248376 Williams, Ivey Elizabeth
 RN248377 Lee, Cheryl Stone
 RN248378 Sartwell, Kenneth Freeman
 RN248379 SAFO, JOY ANNE
 RN248380 Russell, Michael Joseph
 RN248381 Burrell, Dorothy Chadika
 RN248382 Seabolt, Rebecca Jill
 RN248383 Black, Alison Laura
 RN248384 Abonambugre, Mercy Ayimbota
 RN248385 Crawford, Steven Douglas
 RN248386 Nessmith, Kathryn Blanton
 RN248387 Zakusilo, Marina
 RN248388 Rudd, Diana Christine
 RN248389 Weeks, Anna Christie Dela Resma
 RN248390 Baxley, Jason Wilson
 RN248391 Lewis, Brittany Bailey
 RN248392 Bergren, Sarah Nicole
 RN248393 Newman, Aaron Richard
 RN248394 Bandazewski, Joanne Irene
 RN248395 Fredenburg, Gloria Dawn
 RN248396 Tillman, Deborah
 RN248397 Martin, Laci Paige
 RN248398 Wages, Jeffrey Scott
 RN248399 Ware, Blake Edward
 RN248400 Devlin, Robert Dean, II
 RN248401 Snow, James Martin
 RN248402 Wostbrock, Elizabeth C.
 RN248403 Ikirt, Jennifer Crawford
 RN248404 Aronson, Erin Elizabeth
 RN248405 Offermann, Cynthia Anne
 RN248406 Pritchard, Dawn Estelle
 RN248407 Igberaese, Faith
 RN248408 Williamson, Lisa Renee
 RN248409 Chapman, Jamie Elizabeth-Rhodes
 RN248410 Davis, Karen Marie
 RN248411 Berner, Pachis Dawn

RN248412 Miller, Elizabeth Michelle
 RN248413 Jernigan, Justin Tyler
 RN248414 Nelson, Angela Denise
 RN248415 Hammer, Holly Jo
 RN248416 Powell, Tanya Marie
 RN248417 Adams, Breanna Raye
 RN248418 Shohfi, Zeke Abdullah
 RN248419 Rowan, Tiffanie Windsor
 RN248420 Warren, Taylor Raye
 RN248421 Dire, Crystal Marie
 RN248422 Carr, Susan Marie
 RN248423 McWilliams, Jennifer A
 RN248424 Loflin, Alyssa Megan
 RN248425 Rollins, Nicola Samanta
 RN248426 Smith, Amanda Kristine
 RN248427 Herman, Jason William
 RN248428 Foster, Alden A
 RN248429 Spong, Courtney Nicole
 RN248430 Baker, Devanie Kathleen
 RN248431 Norwood, Jane Elizabeth, Norwood
 RN248432 Haughton, Sherri Lynn
 RN248433 Penn, Caitlin Michelle
 RN248434 Morris, Eric Franklin
 RN248435 Landeros, Evelyn
 RN248436 Brooks, Latida S.
 RN248437 Canady, Cassidy Erin
 RN248438 Lawrence, Natalie Dawn
 RN248439 Murray, Lauren
 RN248440 Irvine, Melanie Renee
 RN248441 Hall, Mayla Krysten
 RN248442 Joiner, Jena Patricia
 RN248443 Carrero, Fabiola Adelina
 RN248444 Lively, Britanny Nicole
 RN248445 Parks, Jason Shiloh
 RN248446 Ingle, Cecilia Michelle
 RN248447 Hutchins, Grace Eleanor
 RN248448 Hill, Kimberlee Francine North
 RN248449 Woodruff, Mandy Michelle
 RN248450 Lewis, Yanique LaToya
 RN248451 Amos, Marlena Michelle
 RN248452 Tanner, Christy Marie
 RN248453 Van Stan, Stefanie Busch
 RN248454 Gomez, Roxanna
 RN248455 Davies, Lindsay Susan
 RN248456 Patel, Dena Kiran
 RN248457 Holmes, Caroline Leigh
 RN248458 SALES, LORNA DEANN, Sales
 RN248459 Patino, Netanya Gail
 RN248460 Groen-Roberts, Sheri Lee
 RN248461 Tumlin, Jami Lyn
 RN248462 Shelton, Janae Nicole
 RN248463 Saxon, Jennifer Renee
 RN248464 Anderson, Jordon Nicole
 RN248465 Windom, Mary Yuchica
 RN248466 Osley, Kelsey Holcombe
 RN248467 king, tammara ann

RN248468 Vann, Elizabeth Lane
 RN248469 Meadors, Courtney Cheyenne
 RN248470 Bostick, Grace Ann
 RN248471 Kilgore, Emma Marie
 RN248472 Chambers, Ashley Dawn
 RN248473 Sneve, Julie Schenck
 RN248474 Dixon, Gaibreona Alis
 RN248475 Vienneau, Rachael Evelyn
 RN248476 Phillips, Sarah Emily
 RN248477 Wright, Miranda Dawn
 RN248478 Mixson, Dylan Keith
 RN248479 Schneider, Megan Marie
 RN248480 Beyah, Qadara Bayan
 RN248481 Turner, Casey Lenn
 RN248482 McConnell, Charlotte D.
 RN248483 Ochala, Angela Rae
 RN248484 Whitener, Crystal Leigh
 RN248485 Wallace, Gizzette Dorotea
 RN248486 Sealy, Johnell Wendy-Enid
 RN248487 VanDeuren, Natashaia
 RN248488 Shaffer, Hannah Alexandria
 RN248489 Holcomb, KaRissa Breanna Michelle
 RN248490 Woods, Nancy L.
 RN248491 Patel, Roma Pravin
 RN248492 Parker, Sarah Anne
 RN248493 Bradshaw, Shelia Hollis
 RN248494 Meza, Alicia Bocanegra
 RN248495 Shade, Ashley Beautina
 RN248496 Gonterman, Janet Lee Johnson
 RN248497 Winn, Kristy Maria
 RN248498 Certonio, Anthony, Jr.
 RN248499 Cole, Julie Ann Miller
 RN248500 Muse, Mary Gail
 RN248501 Wells, Chantel Nicole
 RN248502 Brannon, Marissa A.
 RN248503 Thompson, Melissa Kay
 RN248504 Schafer, Matthew David
 RN248505 Lawson, Keely Anne
 RN248506 Heard, Ivy Lee
 RN248507 Young, Jeremy Daniel
 RN248508 Middlekauff, Julia Glazier
 RN248509 Talley, Mary Beth
 RN248510 Ditto, Rochelle Megallon
 RN248511 Merritt, LaToya
 RN248512 Ivanov, Elisangela Amorim
 RN248513 Kennedy, Jennifer Erin
 RN248514 Keef, Jennifer Nicole
 RN248515 Tate, Melissa Hope
 RN248516 Leach, Corey Cooper
 RN248517 Alvarez, Ana Guadalupe
 RN248518 Morgan, Olivia Allyn
 RN248519 Albright, Kristine Maddox
 RN248520 Williams, Shivani Elizabeth
 RN248521 Smith, Melissa Ann Stegin
 RN248522 Boyle, Kristen Rose
 RN248523 Elgin, Cheryl Scott

RN248524 Strayer, Hali Thornton
 RN248525 Gibbs, Jordan Ann
 RN248526 Bain, Stephanie Ann
 RN248527 Ragsdale, Kaila Nicole
 RN248528 Cravey, Lauren Ashton
 RN248529 Owens, Kyle Lunsford
 RN248530 Owen, Seth Sheldon
 RN248531 Duggar, Shanda Bowden
 RN248532 Cain, Jessica Arlene
 RN248533 Bishop, Megan Elizabeth
 RN248534 Gay, Veronica Pepper
 RN248535 Harper, Lyndsey Portia
 RN248536 Gilmore, Allison Michelle
 RN248537 House, Rebekah Grace
 RN248538 Hawkes, Meghan Ashley
 RN248539 Hernandez, Louana
 RN248540 Keener, Hannah Camille
 RN248541 Varnadore, Halei Alise
 RN248542 Kyker, Christina Marie
 RN248543 Noll, Bart Allan
 RN248544 Ottosen, Charles Thomas
 RN248545 Wade, Kalin Elizabeth
 RN248546 Shah, Al Haj NMN
 RN248547 Parker, Kippy Lee
 RN248548 Johnston, Melissa Kayleigh
 RN248549 Terry, Ammaad Raashid
 RN248550 Gatchalian, Jessica Elyse
 RN248551 Kochli, Caitlin Anne
 RN248552 Bennett, Matthew Kyle
 RN248553 Mertz, Jane Marie
 RN248554 McClellan, Reba Kate
 RN248555 SULLIVAN, LALURA DONIELLE
 RN248556 Hancock, Joseph Baxter
 RN248557 Sims, Andrea Diana
 RN248558 Thomas, Morgan Wilson
 RN248559 Peterson, Julianne Rose
 RN248560 McCurley, Elisa willette
 RN248561 Tanner, Ashley Nicole
 RN248562 Topham, Haley Jean
 RN248563 Elliott, Kimberly Elana Johnson
 RN248564 Goodin, Lisa Katherine
 RN248565 Mahama, Sakina
 RN248566 Spears, Taylor Leigh
 RN248567 Storey, Kimberly Dawn
 RN248568 Trammell, Brittany Louise
 RN248569 Pedersen, Lesley Vry
 RN248570 Spence, Haley
 RN248571 Hernandez, Tiffany Krystyna
 RN248572 Mullis, Kristina Elaine
 RN248573 Atkins, Jeanette
 RN248574 Csorna, Suzanne Teresa
 RN248575 Waddle, Kimberly Jo
 RN248576 Woodard, Jennifer Alexandria
 RN248577 Godfrey, Julia Green
 RN248578 Mangimelli, Kelley Anne
 RN248579 Washington, Candice Lavia

RN248580	Rogers, Brandy Reyne	RN248636	Lumpkin, William Brandon
RN248581	Philipose, Minu	RN248637	Pawlus, Janine Ann
RN248582	Donnet, Angela Nicole	RN248638	Anderson, Raven Booth
RN248583	Franklin, Cody James	RN248639	Burke, Sadie Hatcher
RN248584	Walakira, Dunstan Gordan	RN248640	Boateng, Charmaine Julie
RN248585	Holcomb, Joshua Dale	RN248641	Brendle, Margaret Claire
RN248586	Brown, Sharonda Cheri	RN248642	Miller, Carol Lynn Woodward
RN248587	Ward, Janet Ann Baker	RN248643	Wall, Ashley Nicole
RN248588	Woertendyke, Statia Xivvy	RN248644	Wilkes, Whitney Jordan
RN248589	Rees, Elizabeth Christine	RN248645	Smith, Chantalette Tysheria
RN248590	Pruitt, Ernest Edward	RN248646	Dixon, Haley Jordan
RN248591	Lloyd, Mollie Beth	RN248647	KNOWLES, JUANITA LYNN
RN248592	Ryan, Nichole Elizabeth	RN248648	Keller, Maggie Mae
RN248593	Wheeler, Stephanie Nicole	RN248649	Wise, Vitina Marie
RN248594	Chance, Kaitlin Lillie	RN248650	Porter, Kerri Diane
RN248595	Thomas, Glenn Andrew	RN248651	Roberts, Amy Nicole
RN248596	Dial, Ashley Wells	RN248652	Burnham, Shakerra Arnese
RN248597	Kalil, Alexandria Grant	RN248653	Doyle, Callie Harper
RN248598	Dobis, Lori Marie	RN248654	Graves, Jennifer Ruth
RN248599	Wilson, Brelynn marie	RN248655	Oliver, Britney Woods
RN248600	Maloy, Cassandra Lee	RN248656	Carter, Ashley Brooke
RN248601	Stonebraker, Katherine Stein	RN248657	Rogers, Shayna Leigh
RN248602	Johnson, Lisa Dianne	RN248658	Bernard, Tanner Mattox
RN248603	Fullerton, Whitney Elaine	RN248659	Peck-Chapman, Lacye Mechelle
RN248604	Fox, Karen Ann	RN248660	Bexley, Lauren Ann
RN248605	Tello, Stacey Maureen	RN248661	Griffis, Wendy Gayle
RN248606	Gorman, Kristal Faith	RN248662	Vazquez, Maribel
RN248607	Mohr, Shawn Thomas Allen	RN248663	Dunn, Molly Beth
RN248608	Bell, Margo Patrice	RN248664	Lovelace, Leslie Brooke
RN248609	Slappey, Marvin Zachery	RN248665	Thurman, Jennifer Grace
RN248610	Tull, Vanessa Esther	RN248666	Steuer, Christopher Alan
RN248611	Maida, Jaclyn Christine	RN248667	Adams, Jarrod Dustin
RN248612	Barton, Melody Lynn	RN248668	Parker, Jessica Anne
RN248613	Reid, Meghan Elizabeth	RN248669	Durham, Kimberly Denise
RN248614	Kirkpatrick, Brittany Lynn	RN248670	Quesinberry, Ashley Dawn
RN248615	Lewis, Dornel Jesse	RN248671	Youngblood, Bridgette Denise
RN248616	Deverger, Sheila Keck	RN248672	Karika, Casey Jane
RN248617	Skinner, Rachel Anne	RN248673	Jones, Emily K
RN248618	Maydanyuk, Paul V	RN248674	Bailey, Linda Joy
RN248619	Whitman, Elizabeth Bel Conger	RN248675	Slay, Deidra Anne
RN248620	Greenlaw, Tina M	RN248676	Martin, Amanda Brook
RN248621	Mitchell, Steven Seth	RN248677	White, Tia Jones-Lawrence
RN248622	Woghiren, Nicholas Osamokuwa	RN248678	Storey, William Clinton
RN248623	Wiggins, Jessica	RN248679	Joseph-Dufanal, Urlande
RN248624	Marks, Christine Snell	RN248680	Uboh, Pauline Emegha
RN248625	Rivera, Rebeka Amelia	RN248681	Mcdaniel, Manon Leilani
RN248626	Gilbert, Laura Elizabeth	RN248682	Ryan, Cori Nicole
RN248627	Henderson, Michael Alan	RN248683	Gilstrap, Rachel Franz
RN248628	Subair, Rekiyat Oziohu Aliyu	RN248684	Guerrero, Audrie Jaqlyn
RN248629	Sims, Kaci Michele	RN248685	Roberts, Haley Michelle
RN248630	Talamantes, Lindsay Ann	RN248686	Poteete, Emily Ann
RN248631	Beighle, Joel Samuel	RN248687	Housend, Kasey Erin
RN248632	Oats, Janielya Renee	RN248688	Benton, Melissa Re'Nae
RN248633	Tarbous, Alexandra Diane	RN248689	Phillips, Danielle Lea
RN248634	Duncan, Mary Claire	RN248689	Phillips, Danielle Lea
RN248635	Dibling, Ashley Victoria	RN248690	Strickland, Haley Perkins

RN248691 Easterwood, Rachel Stuckey
 RN248692 Porter, Shanna Louise
 RN248693 Roan, Thomas Sheanon
 RN248694 Yost, Amy Lynn
 RN248695 Roberts, LaToya Wanique
 RN248696 Neighbors, Sarah Lamberger
 RN248697 Richmond, Rebekah Grace
 RN248698 Davis, Randi Lynn
 RN248699 Calhoun, Tracy Keene
 RN248700 Skaggs, Vickey Lynn
 RN248701 Sewell, Kathryn Frances
 RN248702 Porter, Dorry Jan
 RN248703 Simms, Yvonne Veronica
 RN248704 Robles, Diane
 RN248705 Tourville, Bethany Ann
 RN248706 Fouts, Florence Michele
 RN248707 Thomas, Mandy
 RN248708 McKnight-Lewis, ShaKeirra M.
 RN248709 Raeford, Erin Marie
 RN248710 Tevepugh, Kristie Dawn
 RN248711 Vargas, Felina R.
 RN248712 Hull, Cassie Devonna
 RN248713 McQuillen, Lisa Ann
 RN248714 Hart, Brooke Beasley
 RN248715 Barry, Donnalyne
 RN248716 Dodd, Hayley McIntosh
 RN248717 Veal, John Thomas
 RN248718 Ferguson, Bianca Xzandra
 RN248719 Wood, Chelsea Danielle
 RN248720 Cansler, Brett Mitchell
 RN248721 Zinkil, Patricia Ann
 RN248722 Jeter, Stewart Lovick
 RN248723 Knight, Dana Marie
 RN248724 Koehler, Jessica Danielle
 RN248725 Taylor, Dana A.
 RN248726 JOINER, KATHRYN OLIVIA
 RN248727 Campbell, Ashley Christine
 RN248728 DeRise-Jewell, Amanda
 RN248729 Forbes, Ashley Danielle
 RN248730 Bagley, Maghan LeAnn
 RN248731 Klein, Sarah Catherine
 RN248732 Fruth, Denise M.
 RN248733 de Jong, Erin Nicole
 RN248734 Kremer, Annette Felicitas
 RN248735 Koussih, Christina Lyn
 RN248736 DeVane, Augusta Gloria
 RN248737 Kenison, Heather Louise
 RN248738 King, Kimberly Monique
 RN248739 Munson-Markway, Elizabeth Clare
 RN248740 Jones, Jacqueline Carol
 RN248741 Lewis, Melissa Hope
 RN248742 Matthews, Shayla Olivia
 RN248743 Dildine, MaryAnne E
 RN248744 Brookshire, Stephanie A.
 RN248745 Boles, Thomas Wayne
 RN248746 Burks, Jennifer Frazer

RN248747 Lewis, Charity Marie
 RN248748 Gordon, Kelly Denise
 RN248749 Hall, Tonya Elizabeth
 RN248750 Schultz, Susan Kay
 RN248751 Duclo, Shane Michael
 RN248752 Clark, Hunter Kevin
 RN248753 Collins, Pamela Yvette
 RN248754 Barrows, Karen Ann
 RN248755 Koenigsberg, Nissa Mathieu
 RN248756 Dixon, Summer Lamai
 RN248757 Daniels, Eboni Nicole
 RN248758 McIntyre, Jalyssa Denise
 RN248759 Denton-Bennett, Janet Marlene
 RN248760 Dever, Joyce J.
 RN248761 Henderson, Ryan Allan
 RN248762 Kolman, Megan Erin
 RN248763 Culp, Shannon Denise
 RN248764 Shipp, Brandi Noelle
 RN248765 Tardell, Kathryn Elizabeth
 RN248766 Etris, Diana Jean
 RN248767 Thompson, Meredith Monterey
 RN248768 Guajardo, Neftali
 RN248769 Weakley, Donna Tyiesha
 RN248770 Strickland, Elizabeth Macy
 RN248771 Brock, Victoria Rose
 RN248772 Carpenter, Mary Katherine
 RN248773 Howard, Yolanda Denise
 RN248774 Vanek, Nicole St. George
 RN248775 Wygle, Lindsey Blair
 RN248776 Goins, Mae Katherlyon
 RN248777 Glidewell, Kaylee Glyn
 RN248778 Thamer, Carly Michelle
 RN248779 Hunter, Rachel Anita
 RN248780 Salvat, Khanh Dang
 RN248781 Welch, Jordan Marie
 RN248782 Hughes, Brittany Shay
 RN248783 Garcia, Elizabeth Breanne
 RN248784 Vaiculevich, Timothy M
 RN248785 Athon, Ashley Lynn
 RN248786 Duman, Jonathon Michael
 RN248787 Sutherland, Jennifer Lee
 RN248788 Cox, Meljin Kellen
 RN248789 flynn, adam colin
 RN248790 Jamison, Nicole Lorraine
 RN248791 Ebel, Whitney Marie
 RN248792 Varghese, Joel John
 RN248793 Thomas-Poindexter, Lolita
 RN248794 Pittman, Ciara Renee
 RN248795 Stair, Pamela Joan
 RN248796 Chapman, Natalie Ann
 RN248797 Sinclair, Hillary Katherine
 RN248798 Atkin, Kaley Lynn
 RN248799 Powell, Letalesha Alecia
 RN248800 Brozino, Carissa Aubrey
 RN248801 Fowler-Baynes, Fannette E
 RN248802 Griffin, Suzannah Cate

RN248803 Taylor, Taylor Daniel
 RN248804 Reynolds, Hannah Jean
 RN248805 Moody, Megan Lynn
 RN248806 Fenimore, Taylor Leigh, N/A
 RN248807 Smith, Jesmin Loke
 RN248808 Alvarez, Brianna Martina
 RN248809 Branch, Jacob Robert
 RN248810 Radoslovich, Todd David
 RN248811 Allbritton, Kay Lyn
 RN248812 Robertson, Lexis Jade
 RN248813 Mitchell, Jarrett Daniel
 RN248814 Branch, Melissa Dominy
 RN248815 Collins, Ashley Anne
 RN248816 Riegel, Caroline Stephanie
 RN248817 Leitzel, Mary Alissa
 RN248818 Montenegro, Jo-Anne Luz Sta Maria
 RN248819 Harden, Gloria Lucille
 RN248820 Puentes, Roberto Jose
 RN248821 Spinks, Malissa Sharon
 RN248822 Flagg, April Judith
 RN248823 Jones, Merrissa Autumn
 RN248824 Santos, Danny Fernando
 RN248825 Davis, Katelyn Rose
 RN248826 Henthorne, Jaime Ann
 RN248827 Weldon, Michelle Lee
 RN248828 Franklin, Jasmine Janea
 RN248829 Neidich, Holly Ann
 RN248830 Roake, Michelle A.
 RN248831 Marsh, Tiffany Leray
 RN248832 Hightower, Erin Campbell
 RN248833 Fulaytar, Sarah Lynne
 RN248834 Orda, Tiffany Moon
 RN248835 Blackmon, Courtney Anne
 RN248836 Benitez, Chelsea Marie
 RN248837 Almeida, Antonio Shane
 RN248838 O'Gilvie, LeShaune Amanda
 RN248839 Norman, Sara Elizabeth
 RN248840 Gaines, William Merrill, IV
 RN248841 Smith, Trisha Ariel
 RN248842 Gary, Shelby Lee
 RN248843 Noblett, Laura Elizabeth
 RN248844 Grams, Korinne Avis
 RN248845 Duperry, Christy Marie
 RN248846 Ankrum, Shelby Shawn
 RN248847 Sherrill, Amber Nicole
 RN248848 Warlick, Mary Anna
 RN248849 Gladys, David Alan
 RN248850 Roberts, Hillary Catherine
 RN248851 Wilson, Zoe Nicole
 RN248852 Cobb, Kimberly Ellaine
 RN248853 Connell, Emily Anne
 RN248854 Jackson, Sarah Kate
 RN248855 Adams, Sydney Marie
 RN248856 Chicas, Roxana C
 RN248857 Dillard, Lindsey Nicole
 RN248858 Palmer, LaKeyta Lynne

RN248859 Murray, Kimberley Joyce
 RN248860 Begley, Kristen Deanne
 RN248861 Nelson, Randall Colby
 RN248862 Wainaina, Milliam Gathoni
 RN248863 Opdycke, John Russell
 RN248864 Ndirangu, Mary Wanjiru
 RN248865 Rice, Hannah Marie
 RN248866 Jones, Jasmine Maria
 RN248867 Irwin, Allison Rose
 RN248868 Morris, Tammi Michelle
 RN248869 Kanda, Kate Afrakuma
 RN248870 Bahnsen, Lauren Ingrid
 RN248871 Cade, Robin Leigh
 RN248872 Nowlin, Hannah Marie
 RN248873 Bailey, Ashley Morgan
 RN248874 Wallace, Kelsea Briel
 RN248875 Huff, Michael Ronnie, Jr.
 RN248876 Schoenberger, Casey Ann
 RN248877 Taylor, James Fred, IV
 RN248878 Bai, Mei
 RN248879 Daniel, Andrew Scott
 RN248880 Long, Cathryn Lee
 RN248881 Carroll, Brent Edward
 RN248882 Lingo, Ashlyn Louise
 RN248883 Okoro, Paul Obinna
 RN248884 Nixon, Kimberly Marenna
 RN248885 Vaughn, Natalie Elaine
 RN248886 Triesman, Rachel Stephanie
 RN248887 Jansen, Joanna Marie
 RN248888 Elsmore, Amanda Marie
 RN248889 Spivey, Rachel Elizabeth
 RN248890 McDowell, Brandy Quick
 RN248891 Powell, Lily Fradin
 RN248892 Waters, Kacy Jake
 RN248893 Iloka, Brandi Iruamaka
 RN248894 Friesen, Andrew Richard
 RN248895 Parker, Brittney Faith
 RN248896 Johnson, Morgan Nikole
 RN248897 cowart, karlye brooke
 RN248898 Waldorf, Brianna Elizabeth
 RN248899 Sanders, Lin Victoria
 RN248900 Henderson, Magdalen Ansley
 RN248901 Le, Phuong-Tuyen Thanh
 RN248902 Henson, Laura Elizabeth
 RN248903 Ibarra, Yesenia Martinez
 RN248904 todero, michelle marie
 RN248905 Vazquez, Yesenia
 RN248906 Glover, Kelly Lynn
 RN248907 McSkulin, Courtney Anne
 RN248908 McBurnett, Amanda Ann
 RN248909 Head, Kimberly Michelle
 RN248910 Fletcher, Amanda Nicole
 RN248911 Tawzer, Amber Nichole
 RN248912 Stringer, Whitney Autumn
 RN248913 Stonecypher, Christina Michele
 RN248914 Maenner, Heidi Renee

RN248915 Arnett, DaQuanda Simone
 RN248916 Simpson, Heather Lee
 RN248917 Cole, Darrah Morgan
 RN248918 Robinson, Penny Denice
 RN248919 Chasteen, Sondra J
 RN248920 Cady, Ada Alexis
 RN248921 Bieske, Sarah Breann
 RN248922 Miller, Cheryl Lea
 RN248923 Walsh, Youjin
 RN248924 Carlson, Kristina Marie
 RN248925 Valentine, Debra Lynn
 RN248926 Berkhan, Eden Camille
 RN248927 Page, Jamie Laraine
 RN248928 Garner, Brandi L
 RN248929 Quak, Siow Mei
 RN248930 Scott, Katherine Ann
 RN248931 Vanavery-Albert, Stephanie Ann
 RN248932 Fangman, Taylor Jane
 RN248933 Davis, Brittany Symone
 RN248934 Thomas, Tisha
 RN248935 Jacobs, Kathleen Elizabeth
 RN248936 Winter, Megan Marie
 RN248937 Amegbe, Benjamin
 RN248938 Bishop, Aubrey Lewis
 RN248939 Swygman, Samantha Blair
 RN248940 Garrison, Dallas Wayne
 RN248941 Minich, Joshua David
 RN248942 Meadows, Stacy Keene
 RN248943 McCleary, Sean Michael
 RN248944 Olivera, Susana Milagros
 RN248945 Houze, Kayla Danielle
 RN248946 Franklin, Timothy Wayne
 RN248947 Gray, Jacqueline Lou
 RN248948 Elliott, Angela Lee
 RN248949 Fuller, Naomi Anthony
 RN248950 Tatum, Angela Marie
 RN248951 Barber, Lori Ann
 RN248952 Stamey, Amber Lee
 RN248953 Gordon, Emily Irene
 RN248954 Powers, Jacqueline Anding
 RN248955 Avery, Courtney Elizabeth
 RN248956 Eubanks, Angela Leigh Walton
 RN248957 FitzStephens, Jamie Link
 RN248958 Spires, Laurel Lentz
 RN248959 Brownfield, Angela Roughen
 RN248960 Stolp, Cydney Lynn
 RN248961 Williams, India Shantya
 RN248962 Johnson, Andi Dillon
 RN248963 Vinomon, Jennifer Puthenpurackel
 RN248964 Park, Minhye
 RN248965 Seay, Kristin Therese
 RN248966 Barber, Jennifer Jeanne
 RN248967 Davis, Jourdain Brooke
 RN248968 Hubbard, Mary Alexandra
 RN248969 Bostick, Shannon Carter
 RN248970 Weygandt, Rhonda Anne

RN248971 CRAVEY, CHRISTOPHER R
 RN248972 Wright, Dan Wilson
 RN248973 Gaffney, Kelsey Elizabeth
 RN248974 Eguavoen, Charles
 RN248975 Greenberg, Norine Beth
 RN248976 Dubravcic, Nicholas Kacin
 RN248977 Dozier, Shelby Frances
 RN248978 Albright, Stacy L
 RN248979 Smith, Tia D.
 RN248980 Boswell, Traca L.
 RN248981 Ames, Michelle Althea
 RN248982 Byrnes, Emily Alana
 RN248983 Sherif, Sandra Salah
 RN248984 Todd, Haley Michelle
 RN248985 Sells, Alesha Michelle
 RN248986 Kuhn, Kallan Taylor
 RN248987 Coulter, Allison Nicole
 RN248988 North, Rebekah Anne
 RN248989 Eubanks, Kaycie Miranda
 RN248990 Ayers, Alicia Maurino
 RN248991 Clark, April Dawn
 RN248992 Hixson, James Rico
 RN248993 SMITH, BRINA NAKIA
 RN248994 Batson, Sarah L
 RN248995 Tuggle, Ruth Helen
 RN248996 McCarthy, Emilie Augustine
 RN248997 Bridges, Scott Jason
 RN248998 Weaver, Tonya
 RN248999 King, Joy Marie
 RN249000 Renfro, Rachel Leah
 RN249001 Williams, Crystal Suarez
 RN249002 Jones, Emily Christine
 RN249003 Margolis, Leah Shoshana
 RN249004 Paulhill, Timmie David, Jr
 RN249005 Jordan, Sarah Michele
 RN249006 Burke, Selena Dianne
 RN249007 Cummins, Shantall Ruiz
 RN249008 Pinkney, Rakia Zaona
 RN249009 Noy, Tamara J
 RN249010 Bissell, Sally Ann
 RN249011 Reynoso, Carolina Margarita
 RN249012 Harper, Kelveisha Tyrae
 RN249013 Sheffield, Linda Mize
 RN249014 Cooper, Cynthia Dianne Skidmore
 RN249015 Freeman, Elizabeth Brooke
 RN249016 Claxton, Bethany Erin
 RN249017 Caulder, Darlene
 RN249018 Haselwood, Shanon Renee
 RN249019 Carpenter, Jessica Hope
 RN249020 Belcher, Wendy Nichole
 RN249021 Awoniyi, Omobolaji Allyson
 RN249022 Bills, Ashley Nicole
 RN249023 Chamblee, Brittney Hunnicutt
 RN249024 Cash, Casey L.
 RN249025 Blasingame, James Turner
 RN249026 Roberts, Janel Delores

RN249027	Duncan, Mandy Maria	RN249083	Jackson, Kimberly Ruth
RN249028	McCoy, Ursula Lynn	RN249084	Jenkins, Ashley Nicole
RN249029	Evans, Kristin Dawn	RN249085	Kinney, Zachary Todd
RN249030	Crew, Laura Alyssa Clayton	RN249086	Garnto, Elizabeth Kight
RN249031	Liter, Chelsea Elizabeth	RN249087	Knox, Bentley Elizabeth
RN249032	Mabbott, Elsie Kim	RN249088	Bass, Jasmine Nicole
RN249033	Ruise, Mary J	RN249089	Oswald, Carol Lynn
RN249034	Puryear, Robert Edward, Jr.	RN249090	Burleson, Matthew Joel
RN249035	Muma, Jennifer Marie	RN249091	Nguyen, Tran Thi Ngoc
RN249036	Yeargan, Rebecca Lee	RN249092	Hall, Erin Jocelyn
RN249037	McEwen, Tessa Dawn Marie	RN249093	Liautaud, Ginnette
RN249038	Rice, Ashley Whitehead	RN249094	Paffie, Ellen Justine
RN249039	Osborne, Krystal Nicole	RN249095	Richardson, Maria Taylor
RN249040	Handley, Marilyn Sue	RN249096	Lopez, Stephanie Margarita
RN249041	Hernandez, Jami	RN249097	Haire, Dawn Dorothea
RN249042	Harnett, Sharon Kathleen	RN249098	Thornton, Casey Nicole
RN249043	Covington, Alexia Shivaughn	RN249099	McKinnon, Jimilah Sheree
RN249044	Shanahan, Meagan K	RN249100	Lynch, Julia N
RN249045	Parker, Valerie Renee	RN249101	Lawson, Sandra Lee
RN249046	Wells, Michael Bryan	RN249102	Cotten, Patricia Marie
RN249047	Hann, Courtney Danielle	RN249103	Martin, Tammy Rogers
RN249048	Hernandez, Blanca Asusena	RN249104	Missildine, Audrea Hagler
RN249049	Littlefield, Johanna Blythe	RN249105	Williams, Jessica Marie
RN249050	Mitchell, Molly Rebecca	RN249106	Merlin, Kimberly Elise
RN249051	Pfeifer, Katherine Lohr	RN249107	Curtis, Carrie Elizabeth
RN249052	Baker, Angelia Lynn	RN249108	Dalton, Shunda Lynn
RN249053	Herz, Jessie Lynn	RN249109	Alexander, Loretta Smith
RN249054	Herren, Katherine Elizabeth	RN249110	Leszczynski, Emily Claire
RN249055	Scott, Heather Marie	RN249111	Martinez-Richards, Michelle Lynn
RN249056	Jordan, Candace Shantrella	RN249112	Means, Alexander Perkins
RN249057	Ridley, Olivia Jade	RN249113	Lara Garcia, Evangivette
RN249058	Hewell, Carlyn Rudd	RN249114	Manriquez, Eliza S.
RN249059	Williams, Ansley Taylor	RN249115	Williams, Kathy Ann
RN249060	Thrasher, Kaley Peacock	RN249116	Bennett-Childerson, Angela Marie
RN249061	Ferris, Christen Taylor	RN249117	Wellner, Ashley danielle
RN249062	Clark, Erica Rachel	RN249118	Sykes, Michael E.
RN249063	Jones, Courtney Lynn	RN249119	Brett, Lauren Elizabeth
RN249064	Byck, Elle Rothschild	RN249120	Aldridge, Tatum Nicole
RN249065	Hardy, Heather Lynette	RN249121	Poole, Mary Elizabeth
RN249066	Majerus, Brandon Joel	RN249122	Vavala, Jill Sieloff
RN249067	Bachtle, Stephanie Lynn	RN249123	Glenn, Kayla Rae
RN249068	Snipes, Alexandria Lauren	RN249124	Smith, Kerry Mahoney Carlson
RN249069	Silva, Joey Megan	RN249125	Missick, Shaquina Shantel
RN249070	Lindsey, Angel Elise	RN249126	Moore, Alfreia Tiese
RN249071	Frederisy, Alia Morgan	RN249127	Ellison, Charles Lucene
RN249072	Stoetzel, Stephanie Estenes	RN249128	Philip, Phebe
RN249073	Usher, Cara Elaine	RN249129	Holland, Cassandra Rolande
RN249074	Waters, Jessica Marie	RN249130	Browning, Bethany Dene
RN249075	Gil, Laura Vanessa	RN249131	Mount, Melissa Rochelle
RN249076	Oetgen, Julie Mique	RN249132	Lawrence, Michelle Candice
RN249077	Moll, Abbey Suzanne	RN249133	Spruell, Amie Melissa
RN249078	Mayfield, Allison Olivia	RN249134	Morton, Laura Elaine
RN249079	Moore, Shannon Kelly	RN249135	Pirkle, DeAnna Marie
RN249080	Parman, Brock Tyler	RN249136	Acee, Chanel Janene
RN249081	Fehlenberg, Brooke Elizabeth	RN249137	Rigsby, Carolyn Carnes
RN249082	Dickson, Shalita Nicole	RN249138	Drane, Shelia

RN249139 Ross, Carolina Marie
 RN249140 Black, Paula Juanelle
 RN249141 Kuhn, Crystal Leigh
 RN249142 Livesay, Kathryn Nicole
 RN249143 Vaughn, Katie Peyton
 RN249144 Davis, Julie Alene
 RN249145 Martinez, Cynthia Joy
 RN249146 Barnes, Alicia Lauren
 RN249147 Spence, Kimberly Dawn
 RN249148 Bridges, Heather Delores
 RN249149 Anderson, Victoria Rachel
 RN249150 Miranda, Sandra Ann
 RN249151 Frings, Laura Elizabeth
 RN249152 Bell, Terri Lynette
 RN249153 Beecher, Geoffrey Hugh
 RN249154 Hunt, Amanda Elizabeth
 RN249155 Fuller, Britt Leslie
 RN249156 Snider, Nathan Michael
 RN249157 Weaver, Sarah Ellen
 RN249158 Spivey, Jennifer Lopez
 RN249159 Ennis, Cala Brooke
 RN249160 Bellflower, Lisa Michelle
 RN249161 Roach, Kathleen Davis
 RN249162 Smith, Shonda Faye
 RN249163 Bergman, Dana Joy
 RN249164 Bryan, Rachel Chandler
 RN249165 Walker, Linda Gladys Joseph
 RN249166 Smith, Kelly Lynn
 RN249167 Nelson, Andrea Michelle
 RN249168 Greig, Katherine Elizabeth
 RN249169 Jeremias, Grace Cassell, Barnes
 RN249170 Cox, Amanda Lee
 RN249171 Hardie, Whitney Caroline
 RN249172 Chaney, Amanda Lashley
 RN249173 Hobbs, Annah Faith
 RN249174 Vayens, Kimeka Renay
 RN249175 Millard, Emily Renee
 RN249176 Gnann, Shannon Lake
 RN249177 Dell, Melissa Diane
 RN249178 Safi, Sanam
 RN249179 Le, Nhien Thuy
 RN249180 Davis, Greg Harrison
 RN249181 Lyon, Pamela Mae Wyatt
 RN249182 OGrady, Rebecca Helen
 RN249183 Dalton, Michelle Maria
 RN249184 Davis, Lindsey Christina
 RN249185 Cannizzaro, Maria Eva
 RN249186 Person, Nakeisha DeJournea
 RN249187 MELTON, MISTY DAWN
 RN249188 Kelley, Lindsay Christina
 RN249189 Monea, Jessica Anne
 RN249190 Newsome, Ciara Dallas
 RN249191 Wood, Denise Marie
 RN249192 Lupo, Michael Ryan
 RN249193 Sneed, Heather Jean
 RN249194 Lucas, Kelsi Lei

RN249195 Durham, Allison Marie
 RN249196 Egbulem, Josephine C. Ihedigbo
 RN249197 Emamifar, Nina Kristine
 RN249198 Hardeman, Johnny Kyle
 RN249199 Adams, Felica Tamekio
 RN249200 Thomann, Michael Allen
 RN249201 Patel, Priti
 RN249202 Saunders, Elizabeth Laura
 RN249203 Sell, Lauren Alanna
 RN249204 Carroll, Christopher Gary
 RN249205 Kotz, Britney Lauren
 RN249206 Meadows, Shelly Elizabeth
 RN249207 Jones, Abigail Alicia
 RN249208 Crowgey, Charlotte Elizabeth
 RN249209 Smith, Joey Daniel
 RN249210 Miller, Morgan Lindsay
 RN249211 Chheng, Somally
 RN249212 Ballew, Amber Rose
 RN249213 Dagenhard, Kathleen Patricia
 RN249214 Densmore, Candice W.
 RN249215 Dobson, Haley Nicole
 RN249216 Feldman, Carey Bell
 RN249217 Fortner, Randee Carmen
 RN249218 Fortugno, Juliana
 RN249219 Funderburg, Christy Lynn
 RN249220 Harp, Kelsey Leigh
 RN249221 Haynes, Whitney Rene
 RN249222 Howard, Kayley Ann Marie
 RN249223 Hufstetler, Angela Clara
 RN249224 Elliott, Beverley Lorraine
 RN249225 Glenn, Becky Jean
 RN249226 White, Laura Margaret
 RN249227 Vinton, Valerie Anne
 RN249228 Ard, Danielle Nicole
 RN249229 Wooten, Anna Rosalind
 RN249230 Hall, Herkamal Dhoot
 RN249231 Mickels, Shelley Parks
 RN249232 Hughs, Sarah Elizabeth
 RN249233 Brodbeck, Barbara Ann
 RN249234 Wood, Lynn Marie
 RN249235 Douglas, Kimberly
 RN249236 Schenken, Cheryl Marie
 RN249237 Oommen, Lincy Jose
 RN249238 McDade, Casey Lynn, McDade
 RN249239 Tran, Xuan Mai Thi
 RN249240 Sammons, Tiffany Marie
 RN249241 McRae, Jeanne Marie
 RN249242 Prausa, Kelsey Ann
 RN249243 Plumpton, Brenadene Kathlene
 RN249244 Jones, Karen A
 RN249245 Buker, Brooke Nicole
 RN249246 Ivie, Caitlin Anne
 RN249247 Edwards, Ralph Harris, III
 RN249248 Rasmussen, Kaley Ann
 RN249249 May, Patricia Katherine
 RN249250 Schoenbaechler, Mary Elizabeth

RN249251	Shaw, Breanna Dawn	RN249307	Sanders, LaPrecious Monaya
RN249252	Straub, Daniel Vinson	RN249308	Lowery, Rebecca Denise
RN249253	Foster, Jasmine Inez	RN249309	Dunbar, Jayde Trevese
RN249254	Scott, Elaine J.	RN249310	Schmidt, Kori Ashley
RN249255	McDonald, Erin Jeanette	RN249311	Vaughan, Megan Ann
RN249256	Schodowski, Kelsey Ann	RN249312	Crowe, Eva Marie
RN249257	Stout, Justin Lee	RN249313	Faulknor, Lauren Chelsie
RN249258	Toler, Erika Renee	RN249314	Ford, Brittany James
RN249259	Weathers, Quela Lynn	RN249315	Deutschle, Christopher Charles
RN249260	Grizzle, Jennifer Leigh	RN249316	Dubreuiel, Amanda Kay
RN249261	Wellman, Valerie Marie	RN249317	Morgan, Elizabeth Gwinnette
RN249262	Whisenant, Courtney Paige	RN249318	Shepherd, Natalie Dolan
RN249263	Zaldivar, Anna Theressa	RN249319	Rhodes, Audra Kristy
RN249264	Harris, Jordan Danielle	RN249320	Patton, Michelle Louise
RN249265	Hesidence, Mary Kathleen	RN249321	Walton, Erica Nicole
RN249266	Jackson, Thomas Emory	RN249322	Sanders, Monica Lindsay
RN249267	Mattson, Christopher Anthony	RN249323	Criswell, Emily Jan
RN249268	Lane, Krystal Rae	RN249324	Langley, Sarah Anne
RN249269	Fussell, Melinda Theus	RN249325	McDowell, Jessica Leanne
RN249270	Browner, Jamila Christine	RN249326	Banks, Arielle Nichole
RN249271	Rios, Lourdes NMN	RN249327	Saraf, Tullika
RN249272	Kress, James Joseph	RN249328	Holman, Jennifer Lee
RN249273	Johnstone, Susan Margaret Mann	RN249329	Meyer, Kimberly Renee
RN249274	Lovelace, Tara Dayle	RN249330	Widmer, Kayla Marie
RN249275	Kube, Nancy Jeanne	RN249331	Jacques, Tiera NMN
RN249276	Torrey, Carol Marie	RN249332	Cory, Tracy Allen
RN249277	Becker, Deborah Ann	RN249333	Ballew, Ashley Marie
RN249278	Rorabaugh, Emily Nicole	RN249334	McDevitt, Virginia S
RN249279	Orton, Brittany Nicole	RN249335	Beckman, Brian Scott
RN249280	Prosperi, Sandra Baker	RN249336	Daniels, Adrienne Denise
RN249281	Pruitt, Bryan Russell	RN249337	Darwicki, Rachel Ariel
RN249282	Reiten, Madelynn Mae	RN249338	Dortch, Kristin Anne
RN249283	Young, Michelle Nicole	RN249339	Eigenberg, Kali Mae
RN249284	Reese, Angela Morgan	RN249340	Groover, Whitney Louise
RN249285	Horton, Candice	RN249341	Nelson, Shannon Anissa
RN249286	Bell, Jessica Lauren	RN249342	Newton, Isaac Robert
RN249287	Adams, Madyson Leigh	RN249343	Ngome, Yvonne Etoge
RN249288	Fesperman, Lauren Eugenia	RN249344	Payne, Rita Kathleen
RN249289	Lee, Morgan Shea	RN249345	Peacock, Deborah Nichole
RN249290	Hirst, Jessica Lynne	RN249346	Petsos, Virginia Madison
RN249291	Arthur, Whitney Renee	RN249347	Ray, Jason Lawrence
RN249292	Davis, Lorraine Eloise	RN249348	Ricard, Caitlin Alissa
RN249293	De Vera, Leslie Anne Dial	RN249349	Narula, Miranda Elizabeth
RN249294	Miller, Katrina Louise	RN249350	Hanson, Leah Deyerle
RN249295	Ziegler, Savanna Lee	RN249351	Jaramillo, Chelsey Lauren
RN249296	Scales, Caroline Shelby	RN249352	Anderson, Erin Colleen
RN249297	Kitchen, Sarah Elise	RN249353	JOHNSON, CHARLIE JAMES
RN249298	White, Emily Rebecca	RN249354	McBrien, Stephanie Morgan
RN249299	Kissoon-Persaud, Mela	RN249355	Glenfield, Rachel Marie
RN249300	Stevens Draggin, Nordia	RN249356	Lorge Johnson, Amanda Marie
RN249301	Breedlove, Amy Lyn	RN249357	Brock, Jo-Hannah Paulette
RN249302	Zapata, Lydia Shea	RN249358	Davis, Brittney Falon
RN249303	Wa-Dutumi, Lauren Noelle	RN249359	McMillan, Jessica Lauren
RN249304	McKenney, Bailey Patricia	RN249360	Crawford, Kelly Christine
RN249305	Hunt, Rajeeyah Lin	RN249361	Morgan, Elizabeth Joyce
RN249306	Vlaic, Monica Raluca	RN249362	Hightower, Alisha Tonyal

RN249363 Mwangi-Windom, Annie Njambi
 RN249364 Jule, Annette Christina
 RN249365 Moore, Charlera German
 RN249366 Joseph, Kenya Tiennelle
 RN249367 CHONG, CARLO HUAN
 RN249368 Varlan, Susanna Kelly
 RN249369 Thomson, Jennifer Anne
 RN249370 Smith, Preshous Marcherri
 RN249371 McBay, Haley Paige
 RN249372 Lee, Erin Graham
 RN249373 West, Desiree Merri
 RN249374 Yi, Helen Ju
 RN249375 Strazynski, Rachmil David
 RN249376 Workman, Teresa Nicole
 RN249377 Torres, Cesar
 RN249378 Burgess, Jeremy Mayfield
 RN249379 Brooks, Pin Q.
 RN249380 Adams, Geni Lynn
 RN249381 Wilson, Yashika Latoi
 RN249382 Thompson, Kristina Adriene
 RN249383 Beckner, Amanda Marie
 RN249384 Murrah, Kristin Leigh
 RN249385 McClure, Kristen Nicole
 RN249386 HARRISON, BRITTNIE NICOLE
 RN249387 Price, Kristen Candace
 RN249388 Nelson, Jessica Cathleen
 RN249389 Doster, Talmer Andrew James
 RN249390 Goldberg, Alina Sarah
 RN249391 Bell, Tanna Leigh
 RN249392 Tapp, Clayton Ross
 RN249393 MacGregor, Melvin Thomas
 RN249394 Wheeler, Amy Nicole
 RN249395 Allen, Kinsey Leann
 RN249396 Lock, Mary Caitlin
 RN249397 Bhakta, Janki Babu
 RN249398 Uhelski, Kimberlee Mildred Sook
 RN249399 McKee, Allison Brooke
 RN249400 Curl, Shannon Lynn
 RN249401 Jones, Heather Elizabeth
 RN249402 Collett, Diana Mae
 RN249403 jennings-hill, Torryn Leah
 RN249404 Polshak, Cynthia Rose
 RN249405 Williams, Sarah Ann
 RN249406 MacNeil, Amy Lynn
 RN249407 McCoy, LaBraile Unique
 RN249408 Leonard, Marcella Lee
 RN249409 Kendrick, Jennifer Anne
 RN249410 Mathis, Jade Madison
 RN249411 King, Sara Elaine
 RN249412 Clark, Jennifer Nicole
 RN249413 Ishee, Melanie Grace
 RN249414 Hollis, Audrey Renee
 RN249415 Greto, Christen Renee
 RN249416 Adams, Bennett Charles
 RN249417 Mugfor, Sheri Hope
 RN249418 Garrison, Lee Ann

RN249419 Gajewski, Amanda Ann
 RN249420 Seawright, Jacqueline Denise
 RN249421 Cornett, Jennifer Logan
 RN249422 KC, Ramila
 RN249423 Williams, Charlene Roxanne
 RN249424 Maynard, Hunter Austin
 RN249425 Young, Melissa Ann
 RN249426 Mapp, Lorraine Elizabeth Karima
 RN249427 Lopez, Antonio Tombo
 RN249428 McDonald, Miriam Kaitlyn
 RN249429 Harper, Carrie Elizabeth
 RN249430 Miller, Lindsey Montgomery
 RN249431 Martin, Stacy Marie
 RN249432 Landreau, Brandy Michele
 RN249433 Lord, Tara Amanda
 RN249434 Thomas, Alysia Luana
 RN249435 Stone, Rachelle Trenise
 RN249436 Smith, Ashley Lane, Smith
 RN249437 Young, Tonya Marie
 RN249438 Bender, Katherine Marie
 RN249439 Bozeman, Caris Annette
 RN249440 Wood, Chanda Janel
 RN249441 Igu, Munachiso R
 RN249442 Lassiter, Suzanne Coker
 RN249443 Igbinoba, Shanna-Kaye Adesuwa
 RN249444 Williams, Tequia Shanta
 RN249445 Hodapp, Valerie Alissa Pilcher
 RN249446 Moore, Lashanda Denise
 RN249447 Andrews, Shelley Jo Harper
 RN249448 Ali, Zakiya Nasreen
 RN249449 Tobin, Sylvia Y.
 RN249450 Barr, Shanavia Nakita
 RN249451 Clarke-Pennant, Marcia Caroline
 RN249452 Colangelo, Nicholas Angelo
 RN249453 Armstrong, Lisa Margaret
 RN249454 Davis, Rebekah Lee
 RN249455 Eckley, Anna Danielle
 RN249456 Psyk, Amy Marie
 RN249457 Lindenau, Maria Margaret
 RN249458 Slade, Moneek Francine
 RN249459 Whitney, Crystal Valyne
 RN249460 Bardwell, Kimberly Erin
 RN249461 Eddins Bedingfield, Candice Merinda
 RN249462 Broderick, Kelli Danielle
 RN249463 Hodges, Angelia L
 RN249464 Nagel, Pennie Denise
 RN249465 Whitney, Nathaniel Ethan
 RN249466 DiGiacomo, Caroline Maria
 RN249467 Johnson, Joni Michelle
 RN249468 Bell, Erica Rachel
 RN249469 Phasay, Christina Chanhkham
 RN249470 Morris, Desiree Renee
 RN249471 Martin, Courtney Janell
 RN249472 Santiago, Olivia Caro
 RN249473 Dunavent, Arthur Dale
 RN249474 Denaro, Paul M.

RN249474 Denaro, Paul M.
 RN249475 DeRamous, Anitra R.
 RN249476 Engelmeyer, Jenna Lynn
 RN249477 Frias, Bernadette
 RN249478 Starr, Davina Rochelle White
 RN249479 Fox, Marianne Elizabeth
 RN249480 Thomson, Kyle Andrew
 RN249481 Vargas, Lisa
 RN249482 Graeub, Leah Katherine
 RN249483 Wert, Lacey Nicole
 RN249484 Ward, Heather Michelle
 RN249485 Oswalt, Cecil Leon, Jr.
 RN249486 Oxford, Stacey Beth
 RN249487 Street, Megan Danielle
 RN249488 Gaffney, Crystal Lee
 RN249489 Lawson, Sheena Lynn
 RN249490 Peeler, Carmen Cherice
 RN249491 Gilchrist, Amber Unique
 RN249492 Gordon, Tanya Alicia
 RN249493 Quinlan, Jessica Helene
 RN249494 Johnson, LaShante' A.
 RN249495 Gholston, Lynette Autumn
 RN249496 Geiman, Kathleen B.
 RN249497 Godfrey, Amanda Katherine
 RN249498 Hallman, Jessica LeAnne
 RN249499 Hall, Kayla Diane
 RN249500 Maddy, Glenn Allen
 RN249501 Marr, Amanda Marie Doyle
 RN249502 Thompson, Tanya Teal
 RN249503 Kadetz, Michelle Kathryn Hunt
 RN249504 Ward, Brandi Kaye
 RN249505 Palkowitsh, Julie Elaine
 RN249506 Herzog, Charlene Rose
 RN249507 Bondon, Candice B.
 RN249508 Sheffield, Keri Elizabeth
 RN249509 Stephenson, Paige Alexis
 RN249510 Johnson, Meredith Frances
 RN249511 Johnson, Kemberly Powell
 RN249512 Johnston, Alyssa H
 RN249513 Knudsen, Christine Frances
 RN249514 Courtney, Lytton Currey
 RN249515 Rodriguez, Anna Maria
 RN249516 Holton, Melissa Dawn
 RN249517 Lawrence, Jamie Acord
 RN249518 Fynan, Caitlin Grace
 RN249519 Barlow, Mckenzie Brooke
 RN249520 Randolph, Bethany Brown
 RN249521 Melton, Jessica Brooke
 RN249522 Riordan, Madeleine Nora
 RN249523 Murphy, Nicole Marie
 RN249524 Molina, Laura Todd
 RN249525 Meili, Jennifer Kathleen
 RN249526 Fannin, Jennifer Ingrid
 RN249527 Maxwell, Katie Marie
 RN249528 Madden, Katherine Elizabeth
 RN249529 Munoz, Nancy

RN249530 Waddell, Kenneth Wayne, Jr.
 RN249531 Johns, CeLisa Ann
 RN249532 Monpas, Judith
 RN249533 Markle, Brianna Marie
 RN249534 Momo, Stacey Kamah
 RN249535 Pilote, Peta-Gaye Camille
 RN249536 Baker, Courtney Marie
 RN249537 Eggleston, Jerrica Nicole
 RN249538 Ford, Tia L
 RN249539 Burchett, Johnny Lee
 RN249540 Chapman, Alisha Denise
 RN249541 Chapman, Barbara Ann
 RN249542 Bacus, Jannica Nastasha Blanco
 RN249543 Bansgopaul, Dillon Raul
 RN249544 Rhoades, Makayla Renee
 RN249545 Blackwelder, Robert Steven
 RN249546 Pfeiffer, Brandy Danielle
 RN249547 Porter, Kymberlie Brooke
 RN249548 Crouse, Russell Keith
 RN249549 Johnson, Miranda Lynn
 RN249550 Moyo, Saneliso
 RN249551 Moyers, Cassandra Lynn
 RN249552 Sanghavi, Purvi B.
 RN249553 Thomas, Rachel Leigh
 RN249553 Thomas, Rachel Leigh
 RN249554 Bucci, Deborah Jane
 RN249555 Bruen, Diane Marie
 RN249555 Bruen, Diane Marie
 RN249556 Lunyong, Macie Jenai
 RN249557 Richardson, Kelli Marie
 RN249558 Kicklighter, Sydney Victoria
 RN249559 Kerstan, Katherine Nicole
 RN249560 Jones, Jessica Nicole
 RN249561 Coggin, Marcella L
 RN249562 Goodwin, Kjerstin Joy
 RN249563 Galbraith, Lauren Michelle
 RN249564 Porter, Jacquelyn Kay
 RN249565 Kreher, Rachel Morgan
 RN249566 Besaw, Pamila Shelton
 RN249567 Campbell, Louisa Oates
 RN249568 Ademola, Monica Richardson
 RN249569 Fales, Daniel Charlton
 RN249570 Alexander, Jessica Leigh
 RN249571 Grimes, Cassandra Rose
 RN249572 Barnas, Jennifer Dawn
 RN249573 Knott, Kelly E
 RN249574 Castro Salgado, Mariela
 RN249575 Bassong, Angele Bassons
 RN249576 Wood, Brandon Taylor
 RN249577 Patton, Lacy Lorraine
 RN249578 McFall, Sarah Caylor
 RN249579 Perrin, Katherine Ann
 RN249580 Pearson, Caroline Craft
 RN249581 Pleau, Kayla Kim
 RN249582 Perry, Katharine McNeill
 RN249583 Benson, Arden Alexis

RN249584 De Vita, Michael Emil
 RN249585 Gallagher, Rosemary Nicole
 RN249586 Ohsiek, Shelley Rose
 RN249587 Whittenberg, Andreline Michelle
 RN249588 Hill, Karen Bennett
 RN249589 Heron, Dionne Rosemarie
 RN249590 Norman, Shandria Latoria
 RN249591 Key, Rhiannon Michelle
 RN249592 gonzales, kamla nicola
 RN249593 Kempson, Kristin Emilie
 RN249594 Rocholl, Brooke Katherine
 RN249595 Grovenor, Alicia Javonne
 RN249596 Robinson, Tiffany Marie
 RN249597 Nepal, Rakshya Pokharel
 RN249598 Berto, Bailey Ann
 RN249599 Jaber, Brittany Ashton
 RN249600 Smith, Ethan Wayne
 RN249601 Alvarado, Leinah Marina
 RN249602 Driskell, Jana Renee
 RN249603 Carino, Devindra Glorimar
 RN249604 Ranes, Jennifer Rebecca
 RN249605 Ragi-Oredein, Hope Morenike
 RN249606 Williams, Tammy Lynn
 RN249607 Ali, Anne Mary
 RN249608 Bizzle, Khriniece Delynn
 RN249609 McCall, Alisa Wonelle
 RN249610 CLAWSON, CRYSTAL ANN
 RN249611 Basley, Rosetta
 RN249612 Gibbs, Austin Marshall
 RN249613 Hubbard, Alexandra Michelle
 RN249614 Schroeder, Erika Michelle
 RN249615 Williams, Alyssa Leigh
 RN249616 Wright, Danica Ariel
 RN249617 Underwood, Elisabeth Austin
 RN249618 McBride, Deviana
 RN249619 Amprofi, Esther
 RN249620 Reeves, Erin Elizabeth
 RN249621 Brown, Crystal Michelle
 RN249622 Little, Robyn Elisabeth
 RN249623 Purnell, Brianna Lontai
 RN249624 valdes, chelsea nicole
 RN249625 Medina, Jennifer Schwab
 RN249626 Banks, Heather Rose
 RN249627 Ucci, Christina Michelle
 RN249628 Gibson, Christy Ryan
 RN249629 Womack, Hannah Akins
 RN249630 Chambers, Calene Wertymer
 RN249631 Wabeke, Shirley Quist
 RN249632 Masley, Logan Ray
 RN249633 Waltz, Lindsey Rae
 RN249634 Martin, Brittney Clarice
 RN249635 Stewart, Jessica Mercedes
 RN249636 Williams, Countiss Patrice
 RN249637 Stapp, Morgan Hannah
 RN249638 Steinpreis, Julie Ann
 RN249639 Sanders, Tara Lyn

RN249640 Berry, Cameron David
 RN249641 Stewart, Sharon Leah
 RN249642 Campbell, Sheryl Sarah-Marie
 RN249643 Amey, Michele Renee
 RN249644 Allen, Kimberly W.
 RN249645 Arsenault, Elaine Ann
 RN249646 Cohn, Mari Lynn
 RN249647 Address, April M
 RN249648 Archimene, Jody Renee
 RN249649 Givens, Michelle R
 RN249650 Kellar, Jason Eugene
 RN249651 Dixon, Deanna Marie
 RN249652 Furr, Sherri Denny
 RN249653 Lewis, Neeburbunn Almenas
 RN249654 Slabodnick, Michelle Drellich
 RN249655 Uckele, Barbara Ann
 RN249656 Harvey, Lori J.
 RN249657 Brewer, Melissa Michelle
 RN249658 Wenson, Amanda Jo
 RN249659 Tucker, Taylor Ross
 RN249660 Mummert, Randall Kay
 RN249661 Neese, Jennifer Michele
 RN249662 Moss, Paige Marie
 RN249663 Darragh, Lane Gillian
 RN249664 Shields, Ame Michelle Emory
 RN249665 Jones, Heather Maria
 RN249666 Underwood, Karen Marie
 RN249667 Presley, Sunshine Mary
 RN249668 Johnson, Laquita Charle'
 RN249669 Spezzano, Anthony Andrew Pasquale
 RN249670 Ferguson, Laura Marie
 RN249671 Jackson, Brittney Kiyalluah
 RN249672 Gonzales, Mylene Lilian Rosario
 RN249673 Lee, Myeongsook
 RN249674 Sullivan, Ryan Barrett
 RN249675 Hurd, Chelsea Jackson
 RN249676 Hawkins, Kemitra
 RN249677 Hudgins, LaChelle Larken
 RN249678 Akintimehin, Omowumi Mary
 RN249679 Adamson, Amanda Beth
 RN249680 Cox, Julie Nicole
 RN249681 Baker, Genice Ingrid
 RN249682 Zimmerman, Kathryn LaFoy
 RN249683 Lopez, Stephanie Marie
 RN249684 Coleote, Cristina Esmeralda
 RN249685 Johnson, Brittany D'anna
 RN249686 Weaver, Brittany Rochelle
 RN249687 Johnson, Shevawn Marieannette'
 RN249688 King, toideshia Cheri
 RN249689 Rembert, Amanda Cierra
 RN249690 White, Joseph Benjamin
 RN249691 Arthur, Jayne Lynette
 RN249692 Brown, Brandon Easterly
 RN249693 Samuell, Sharon Melissa
 RN249694 Caldwell, Kayla Mae-Alexandra
 RN249695 McMasters, Lisa Imogene

RN249696 Otuguor, Udia-Oghenetega Enaodo
 RN249697 Roberts, Bettina Ann
 RN249698 Belfon, Kern Keon Esdell
 RN249699 CLARK, MARRISSA LYNN
 RN249700 Lopez, Vanessa Aguiniga
 RN249701 Punja, Fatima A
 RN249702 Timar, Dana Michelle
 RN249703 Spain, Kathryn Renee
 RN249704 Lucas, Brandon Da'Juan
 RN249705 White, LaTia Dyshanique
 RN249706 Cassidy, Jasmine LeDosha
 RN249707 Yang, Laura Lee
 RN249708 Hetland, Susan Elizabeth
 RN249709 Harding, Maby Susana
 RN249710 Heng, Cynthia
 RN249711 Henderson, Aaron Elizabeth
 RN249712 Hillig, Rebecca Elmogene
 RN249713 Duncan, Joy Ann
 RN249714 Bennington, Donna Michelle
 RN249715 Dorsten, Shawn Marie
 RN249716 Stevens, Catherine Pittman
 RN249717 Dubravec, Emilie Lorraine
 RN249718 Lalani, Amber Karim
 RN249719 Eggers, Kelly Jo
 RN249720 Alam, Crystal Amanda
 RN249721 Martin, Nicole Christine
 RN249722 Weeks, Alyssa Barbara
 RN249723 Fussell, Linda Jane
 RN249724 Fetner, Joseph Caleb
 RN249725 Gloster, Andeline Falacia
 RN249726 Voyles, Erica Brooke
 RN249727 Selleck, Jody Lin
 RN249728 Boyett, Debbie Lyn
 RN249729 Neff, Nicole Adreanna
 RN249730 Hilton, Roxanne
 RN249731 Queens, Eagle
 RN249732 Jinright, Ashley Wynette
 RN249733 Peaks, Regina Le-Anne
 RN249734 Gaunch, Angela Beth
 RN249735 Lipschutz, Shayna Devora
 RN249736 Howard, Octavia Monique
 RN249737 Stallard, Latacha Renee
 RN249738 Nandan, Valsa Ammayath
 RN249739 Winkelmann, Robert
 RN249740 Austria, Melanie Tersol
 RN249741 Wenzel, Stephanie M.
 RN249742 Graham, Deven Victoria
 RN249743 Wilson, Marie C.
 RN249744 McPhaul, Gene Elizabeth
 RN249745 Robison, Erin Ward
 RN249746 Baxter, Christa Lynn
 RN249747 Irungu, Esther
 RN249748 Meyer, Rachel Anne
 RN249749 Patel, Dina Dhirubhai
 RN249750 Leiser, Nicole
 RN249751 Izeiyamu, Frank E

RN249752 Kadakia, Radhika Praful
 RN249753 Pierre, Judith
 RN249754 Graham, Amy Rebecca
 RN249755 Henning, Pamela Ann
 RN249756 Harris, Terrisha Michelle
 RN249757 Beltran, Melissa Paola
 RN249758 Gross, Anna Marie
 RN249759 Smith, Jessica Erin
 RN249760 Abernathy, Sharon Williamson
 RN249761 Wetzel, Shyrie Marie
 RN249762 Batto, Jeanmarie Venezia
 RN249763 Nading, Catherine Sevier
 RN249764 Nelson-Dunkley, Grace Louise
 RN249765 Patel, Kripa
 RN249766 Schaeffer, Erin Margaret
 RN249767 Cornelius, Rachel Rose
 RN249768 Jackson, Alexandria Nichelle
 RN249769 Brinkley, William Gaston, III
 RN249770 Wintermute, Laura Anne
 RN249771 Mizell, Katherine Alexis
 RN249772 Powderly, Aubrie Jean
 RN249773 Plair, Destiny Mary
 RN249774 Rowan, Amanda Renee Sumner
 RN249775 Attanasio, Lauren Ann
 RN249776 Schrader, Steven Bradford
 RN249777 Baker, Alicia Johnson
 RN249778 Mangum, ElizabethJane Laws
 RN249779 Brisson, Amanda Danielle
 RN249780 Freeman, Melissa D
 RN249781 Burchfield, Connie Taylor
 RN249782 Bailey, Ashlee Javonn
 RN249783 LaBonte, Theresa Jamie
 RN249784 Kirk, Lauren Elizabeth
 RN249785 Walker, Sarah Katelyn
 RN249786 Kleg, Adam Jeffrey
 RN249787 Pimentel-Stein, Veronica
 RN249788 Thomas, Marlie Kyndall
 RN249789 Currie, Elizabeth Evans
 RN249790 Paparelli, Jo Ann Marie
 RN249791 Nelson, Katerina Airielle
 RN249792 Calhoun, Rachel Violet Poarch
 RN249793 Gilmer, Corinne Elise
 RN249794 Wallis, Sarah Faith
 RN249795 MOTLEY, CHAVI GANEZA
 RN249796 Mazina, Nathalie
 RN249797 Davis, Sarah Mackenzie
 RN249798 Reasoner, Samantha Jacqueline
 RN249799 Cornelius, Samantha Nicole
 RN249800 Woodard, Bridgett Howard
 RN249801 Couto, Sara Lynn
 RN249802 Moon, Erica Faith
 RN249803 Sutter, Courtney Reeves
 RN249804 Deng, Qiaoya
 RN249805 Bearb, Claire Elizabeth
 RN249806 Thompson, Colin Grant
 RN249807 Peppers, Paula Renee

RN249808 Pearson, Sherilyn Sidney
 RN249809 Saunders, Kelly L.
 RN249810 Nelson, Leslie Felicia
 RN249811 McGill, Jennifer Leigh
 RN249812 Twilley, Audra NMN
 RN249813 Halls, Denise Nichole Douglas
 RN249814 Weathersbee, Shelby Lauren
 RN249815 Smith, Paige Ashley
 RN249816 Rowan, Michelle Rose Trinchet
 RN249817 Davis-Veal, Tara LeeAnn
 RN249818 Copeland, Casey Lynn
 RN249819 Pappas-Hudelson, Stephanie Fagin
 RN249820 DURAND, SOPHIA MARIE
 RN249821 Evans, Cody Matthew
 RN249822 Freeman, Jessica Louise
 RN249823 Hollis, Brittany Leigh
 RN249824 Pumphrey, Shionta Wyquita
 RN249825 Lanier, Katherine Neely
 RN249826 Hudson, Melissa Solorzano
 RN249827 Poon, Sonata Demesha
 RN249828 Allsep, Kayla Nicole
 RN249829 Mills, Fraser Elaine
 RN249830 Beck, Lisa Ann
 RN249831 Anderson, Patricia Gail
 RN249832 Golden, Lori A.
 RN249833 Goodman, Laura Elisabeth
 RN249834 Horrall, Angela Gail
 RN249835 Harber, Leslie Ann
 RN249836 Wade, Allison Brooke
 RN249837 Consonery, Anthony Michael
 RN249838 Nguyen, Trinh Viet
 RN249839 Luggi-Neisent, Lisa Ann
 RN249840 Toro, Luis Efrain
 RN249841 OFarrell, Danielle Nicole
 RN249842 Turner, Chasity MeLinda LaShay
 RN249843 Parker, Tara Gabriele
 RN249844 Smith, Jillane F.
 RN249845 Rowe, Kristen Melissa
 RN249846 Still, Jacqueline Denise
 RN249847 Nguyen, Hanh Hong
 RN249848 Sawvel, Jane Gehrman
 RN249849 Stevenson, Anna Lee
 RN249850 Smart, Stephane Mary
 RN249851 Cisco, Mary Jo
 RN249852 Broome, Brooke Morgan
 RN249853 Law, Margaret Lee
 RN249854 DuBois, Andrea Renee
 RN249855 Williams, Brandi Renee
 RN249856 Hummer, Martha Brittan
 RN249857 Hicks, Kathryn Davis
 RN249858 Sawyer, Crystal Marie
 RN249859 Weiss, Julie Ann
 RN249860 Mudry, Erica Rae
 RN249861 Fisher, Lauren Ashley
 RN249862 Arlotto, Claire Elizabeth
 RN249863 McFarland, Karen Lee

RN249864 Baxley, Catherine Marie
 RN249865 Kautzman, Brandi Renee
 RN249866 Podrat, Rachel Elizabeth
 RN249867 Tonkin, Maggie Grace
 RN249868 Brown, Laurie Ann
 RN249869 Sims, Takeya Lashey
 RN249870 Pryor, Kayla Nicole
 RN249871 Stermer, Nicole Hope
 RN249872 Conner, Elizabeth Shea
 RN249873 Atkins, Nicole Willow Rose
 RN249874 Shadix, Ansley Elizabeth
 RN249875 Ousley, Jonas
 RN249876 Ross, Tiffany Marie
 RN249877 Reagan, Andrea Marie
 RN249878 Caceres, Romulo Tuazon
 RN249879 Campbell, David Allen
 RN249880 Lee, Robert Dean
 RN249881 Rusu, Olga
 RN249882 Barkley, Kathleen Michelle
 RN249883 Bell, Andrea Lynette
 RN249884 Valerio, Allysa Maria
 RN249885 Gilreath, Katie Ann
 RN249886 Mitchell, Lois Amandla Awetu
 RN249887 Rodgers, Alicia Nicole
 RN249888 Weisenburger, Katie Elizabeth
 RN249889 King, Kendra Renise
 RN249890 Cauley, Erin Camille
 RN249891 Lee, Rachel Elizabeth
 RN249892 Beasley, Sierra Elizabeth
 RN249893 Scarborough, Benjamin Glenn
 RN249894 Schmidt, Kathryn Ann
 RN249895 Garrett, Amber Rae
 RN249896 Meeks, Kaycee Renee
 RN249897 Alford, Koya Na'on
 RN249898 Austin, Summer Nicole
 RN249899 Mullis, Sara Anne
 RN249900 Summer, James Cameron
 RN249901 Walker, Alison Ashworth
 RN249902 Slaughter, Ashley Nichole
 RN249903 Norris, Janet Wyatt
 RN249904 Noyes, Rachel Christine
 RN249905 Broderick, Kathleen Ann
 RN249906 Comer, James Joseph
 RN249907 Grundmann, Kyle William
 RN249908 Cowles, Janene Severance
 RN249909 Sagendorf, Helen Elaine
 RN249910 Greivenkamp, Courtney Blake
 RN249911 Gahres, Natalie Elysa
 RN249912 Brackett, Emily Louise
 RN249913 Harris, Jody Oneal
 RN249914 Harris, Audra Lisa
 RN249915 Turner, Li-ilt Yeshemabet H.
 RN249916 McWhorter, Michael Anthony
 RN249917 Wilson, Santana Mavrene
 RN249918 Dybing, Kristin Laura
 RN249919 Fager, Kelly Jane

RN249920 Anderson, Barry Lane
 RN249921 Stanfield, Heather Leigh
 RN249922 Spencer, Kelsey Ann
 RN249923 Hatton, Robin Wright
 RN249924 Davenport, Lynne Ledbetter
 RN249925 Grey, Brittany Jean
 RN249926 Thatch, Daniel Christopher
 RN249927 Donahue, Holly Rebecca
 RN249928 Webb, Sydney Catherine
 RN249929 Lawrence, Imari Janel
 RN249930 Scarborough, Priscilla Lynn
 RN249931 Wohlrab, Natasha Leah
 RN249932 Hera, Melissa
 RN249933 Dale, Kimberly Ann
 RN249934 Weisert, Tara Elaine
 RN249935 Mole, Stacy Lynn
 RN249936 Williams, Melanie Marie
 RN249937 Trujillo, Nicole Rae
 RN249938 Segars, Donna Dee
 RN249939 McDonald, Kathleen Elizabeth
 RN249940 Kelly, Gail Mary
 RN249941 Gaines, Andrea Michele
 RN249942 Byers, Paula Louise
 RN249943 Morse, Debra Ann
 RN249944 Charette, Spencer Haverty
 RN249945 Ford, Stephanie Ann, Ford
 RN249946 O'Kelley, Hillary Catherine
 RN249947 Daugherty, D'rea Michelle
 RN249948 McKenzie, Laura Elizabeth
 RN249949 Hanson, Alexandra Rose
 RN249950 Wilson-Damron, Ginger Marie
 RN249951 Doscher, Kristina Kiyomi
 RN249952 Bearden, Jessica Kate
 RN249953 Horne, Allyson Renee
 RN249954 Prawdzik, Kristina Marie
 RN249955 SAMATAR, FAISA ISSA
 RN249956 Wilder, Lauren Elizabeth
 RN249957 Olis, Elizabeth Ann
 RN249958 Pina, Dana Rene
 RN249959 Boettcher, Jamie Michelle
 RN249960 Arwood, Brittany Nichole
 RN249961 Dickerson, Suprena LaTyece
 RN249962 Parker, Ashley C.
 RN249963 DiPietro, James Jospeh, III
 RN249964 Shirley, Sara Allison
 RN249965 Weaver, Sarah Elizabeth
 RN249966 Sanchez, Erin Joy
 RN249967 Thompson, Emily Elizabeth
 RN249968 Jendayi-Robinson, Krishmaa
 RN249969 Hanshaw, Tiffany Audrethea
 RN249970 Teems, Kelli Banks
 RN249971 Lorenzen, Carmen Mineo
 RN249972 Smalls, Onicka Samantha
 RN249973 Williams, Vaneka Lashawn
 RN249974 Swann, Kathleen Ann
 RN249975 Self, Cathleen M.

RN249976 Shafer, Stephanie Rae
 RN249977 Selver, LaQuita Renia
 RN249978 Hagen, Rebecca Lynn
 RN249979 Jones, Chrystal Venese
 RN249980 Shim, Kwang-Sook
 RN249981 Odell, Heather Briana
 RN249982 Smith, Shevonese Mostaia
 RN249983 Roberts, Carrie Thompson
 RN249984 Steele, Kandralyn
 RN249985 Sawyer, Samantha Renee
 RN249986 Symmes, Kristin Elizabeth
 RN249987 Harris, Kimberly Ann
 RN249988 Jordan, Zabria Kiona
 RN249989 Smith, Menthola
 RN249990 Shawcross, Rita
 RN249991 Baggett, Danielle Anne
 RN249992 Ihewunwa, Ifeoma Cynthia
 RN249993 Thomas, Stephanie Ellen
 RN249994 Patel, Krupa Kaushik
 RN249995 Townsend, Kimberly Owens
 RN249996 Harris, Diane
 RN249997 Johnson, Martha Levet
 RN249998 Monk, Nancy Jo
 RN249999 Comer, Lindsey Michele
 RN250000 Rodgers, Marcella Lynne
 RN250001 McCurley, Shayna Marie Archer
 RN250002 Reckart, Kathy Lee
 RN250003 Keeling, Lauren Michael
 RN250004 Burns, Caitlan Dawn
 RN250005 Grant, Lyntressa Danielle
 RN250006 Walthers, Tamie M.
 RN250007 Wright, Heather Leigh
 RN250008 West, Karen Denise
 RN250009 Dickerson, Starr Patrice
 RN250010 Yarnoff, Grace
 RN250011 Downey, Linda Paige
 RN250012 Shaw, William Earl, III
 RN250013 Olson, Christina Bright
 RN250014 Day, Jeanne Rose
 RN250015 Martins, Rolande Mariette
 RN250016 Saunders, Lindsay Brooke
 RN250017 Rotella, Wendy Marie
 RN250018 Ellis, Renee Lynn
 RN250019 Housewright, Susan Lynn
 RN250020 Borntraeger, April Jane
 RN250021 Epping, Jane Patrice
 RN250022 Cameron, Jacqueline Elaine
 RN250023 Brinkman, Jesse Ray
 RN250024 Dearman, Lisa Beth Thompson
 RN250025 Herman, Regina Marie
 RN250026 French, Lindsay Noel
 RN250027 Campbell, Auburn Brittany
 RN250028 Gates, Rebecca Marie
 RN250029 DiFranco, Roma
 RN250030 Aquino, Mitzi Elysa
 RN250031 Ramey, Chuquita Evette

RN250032 Pride, Elizabeth Dawn
RN250033 Onyia, Ifeoma Maryrose
RN250034 Rhodes, Tracey Alaine

RN250035 Villa, Brittany Angela
RN250036 Spells, Debbie Loretta

APPROVAL OF BOARD MINUTES

Barton moved to accept the May 13-15, 2015 Board meeting minutes as presented. Fletcher seconded the motion and it carried unanimously.

Hooper moved to accept the May 13-15, 2015 Executive Session Board minutes as presented. Fletcher seconded the motion and it carried unanimously.

Fort moved to accept the June 18, 2015 Executive Session Teleconference meeting minutes as presented. Floyd seconded the motion and it carried unanimously.

Phipps moved to accept the July 9, 2015 Investigative Committee A meeting minutes as presented. Floyd seconded the motion and it carried unanimously.

Phipps moved to accept the June 4, 2015 Investigative Committee A meeting minutes as presented. Floyd seconded the motion and it carried unanimously.

Fort moved to accept the June 25, 2015 Investigative Committee B meeting minutes as presented. Hooper seconded the motion and it carried unanimously.

Fort moved to accept the May 28, 2015 Investigative Committee B meeting minutes as presented. Floyd seconded the motion and it carried unanimously.

Phipps moved to accept the June 18, 2015 Teleconference meeting minutes as presented. Barton seconded the motion and it carried unanimously.

PERSONAL APPEARANCES

(RNI=Registered Nurse Investigative Case Number)

LPN110155 – Hooper moved to uphold the previous motion from the June 4, 2015. Fletcher seconded the motion and it carried unanimously.

POSITION STATEMENT: FAMILY NURSE PRACTITIONERS PRACTICING IN ACUTE CARE SETTINGS

Phipps moved to remove the position statement concerning FNP in acute care settings from the website and cite Board Rule 410-12-.03. Fletcher seconded the motion and it carried with Barton and Shilling opposing.

EXECUTIVE SESSION

Hooper moved, Floyd seconded and the Board voted to enter into **Executive Session** in accordance with O.C.G.A. §§ 43-1-2(k); 43-1-19(h), 43-26-5(c) and 43-26-11, to deliberate on applications and enforcement matters and to receive information on applications, investigative reports and pending cases. The motion passed unanimously.

At the conclusion of the Executive Session on Friday, July 17, 2015 Rowe declared the meeting to be “open” pursuant to the Open and Public Meeting Act, O.C.G.A. §§ 50-14-1 et seq. No votes were taken during executive session.

MISCELLANEOUS BUSINESS

The Board discussed investigative committee assignments. Barton will move to Investigative Committee A and Floyd will join Investigative Committee B.

The Board directed Cleghorn to work with the PLB Call Center Manager to amend the telephone menu to ensure that callers with questions regarding nursing are routed to the correct agents.

The Board directed Cleghorn to work with Baker regarding amendments to the Nurse Practice Act to support licensure for advanced practice registered nurses.

The Board directed Cleghorn to contact the Governor's Office of Executive Appointments regarding board vacancies.

PROPOSED POLICY 1.11

The Board reviewed proposed Policy 1.11.

Policy Number	1.11
Policy Name	Licensure by Endorsement of Graduates of Direct Entry Master's Degree in Nursing Programs
Date of Origin	July 2015

Applicants for licensure by endorsement who have graduated from a direct entry master's degree in nursing program meeting the requirements of O.C.G.A. §43-26-3(1.2) will be considered to have met the requirements of O.C.G.A. §43-26-7(c)(2)(A) upon receipt of an official transcript documenting the date of graduation and the degree awarded.

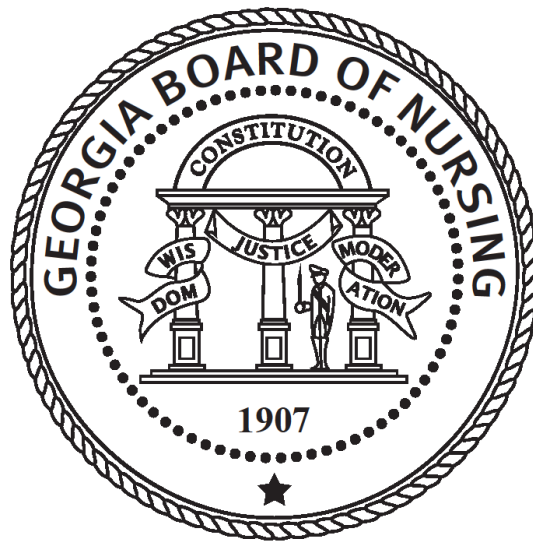
There being no further business, the meeting adjourned Friday, July 17, 2015 at 12:20 p.m.

Brenda Rowe, ***President***

James D. Cleghorn, ***Executive Director***

Approved on

Georgia Board of Nursing



Fiscal Year 2015 Annual Report

Introduction

The Georgia Board of Nursing ("Board") was created on August 22, 1907 by an act of the Georgia General Assembly.

The Board is responsible for the regulation of licensed practical nurses, registered professional nurses, advanced practice registered nurses, licensed practical nursing education programs and registered nursing education programs.

The Board exists to protect, promote, and preserve the public health, safety, and welfare through legislative regulation and control of practical nursing and registered professional education and practice.

The Board is comprised of thirteen members appointed by the Governor: two registered nursing educators, one practical nursing educator, two registered nurses employed in nursing service administration, one registered nurse employed in nursing home administration or nursing service administration, two advanced practice registered nurses, one additional registered nurse, three licensed practical nurses, and one consumer member.

The Board develops rules and regulations that set the standards for nursing practice and education, provide the minimum qualifications for licensure, and ensure that the disciplinary process is implemented in a fashion that guarantees due process and public protection.

The Board meets in odd numbered months for three consecutive days and in even numbered months by teleconference. Board meetings are open to the public and are generally held at the Office of Secretary of State, Professional Licensing Boards Division located at 237 Coliseum Drive, Macon, Georgia.

Board Members and Staff

Brenda B. Rowe, RN, MN, JD – President
Registered Nursing Education Member

Kellie R. Lockwood, RN, MSN - Vice President
Practical Nursing Education Member

Ashley Barnett
Consumer Member

Nancy Barton, RN, MSN
Nursing Service Administration Member

Tammy C. Burdeaux, RN, BSN, CRNI
Registered Nurse Member

Fredettena “Tina” Fletcher, LPN
Licensed Practical Nurse Member

Linda G. Floyd, RN, EdD, PMHNP-BC, CNL
Advanced Practice Registered Nurse Member

Merry Fort, RN
Nursing Service Administration Member

Amy Hooper, LPN
Licensed Practical Nurse Member

Katherine Mann, RN, CRNA
Advanced Practice Registered Nurse Member

K. Andrea Phipps, LPN
Licensed Practical Nurse Member

Rhonda A. Scott, PhD, RN, NE-BC, NEA-BC
Nursing Service Administration Member

Dellarie L. Shilling, RN, DNP, FNP-BC
Registered Nursing Education Member

Jim Cleghorn, MA
Executive Director

Overview

As of June 30, 2015, the Board had record of the following active licenses:

Licensed Practical Nurse - 35,740

Advanced Practice - CRNA - 1,836

Advanced Practice - CNM - 489

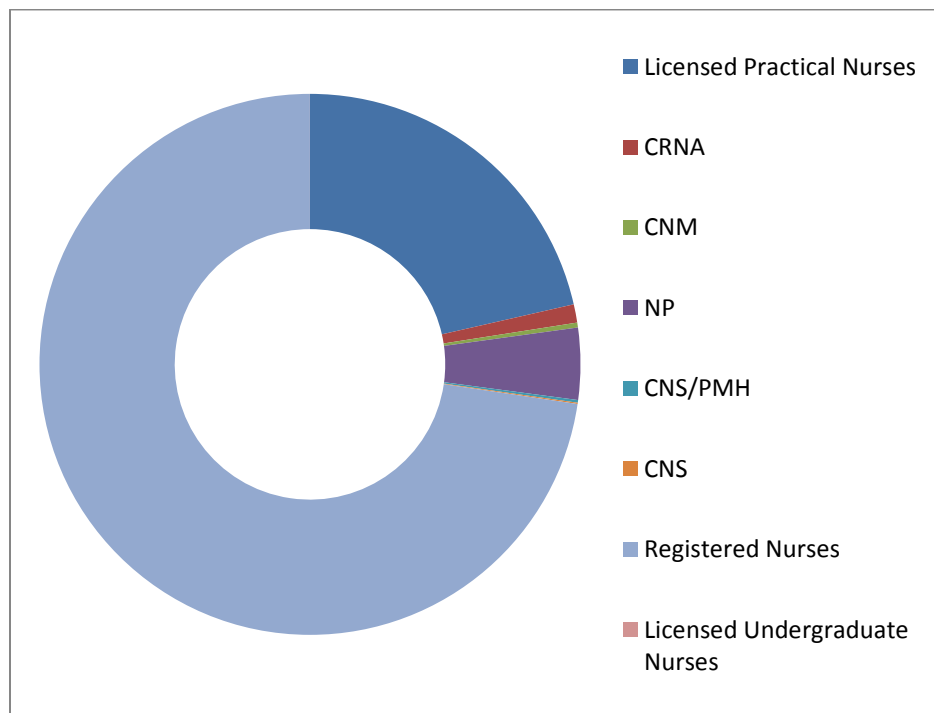
Advanced Practice - NP - 7,230

Advanced Practice - CNS/PMH - 270

Advanced Practice - CNS -123

Registered Professional Nurse - 122,317

Licensed Undergraduate Nurse – 5



Committees of the Board

Investigative Committee

Members of the Board comprise two investigative committees. The investigative committees review complaints, investigations and other information to determine if a violation of the Nurse Practice Act has occurred and to make recommendations to the Board regarding disciplinary actions.

APRN Committee

The APRN Committee is comprised of twelve (12) authorized APRNs: two certified nurse midwives, three clinical nurse specialists, three certified registered nurse anesthetists and four nurse practitioners. The committee acts on charges developed by the Board and provides information and recommendations to the Board regarding the regulation of advanced practice registered nurses.

Nursing Education Committee

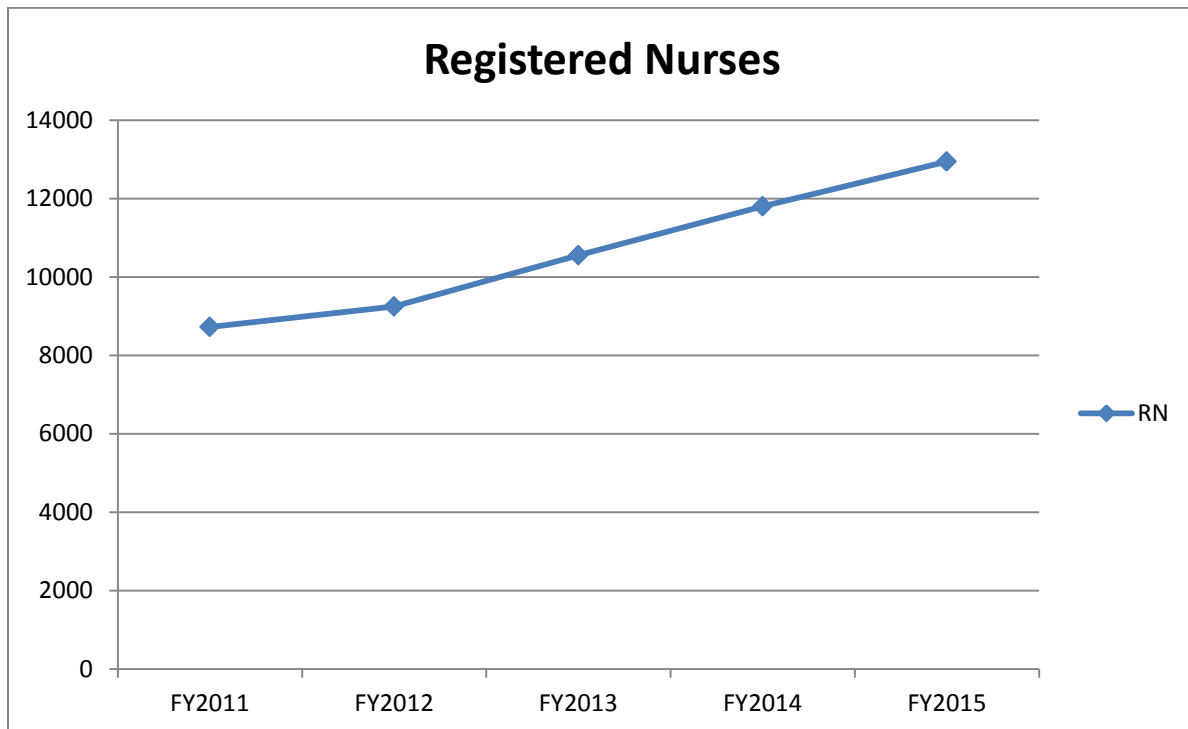
The Nursing Education Committee is comprised of twelve (12) registered nurses involved in registered and practical nursing education: three practical nursing education program members, two associate degree nursing education program members, three baccalaureate degree nursing education program members, one master's degree nursing education program member, one public nursing education program member, one private nursing education program member and one at-large member. The committee acts on charges developed by the Board and provides information and recommendations to the Board regarding the regulation of registered and practical nursing education programs.

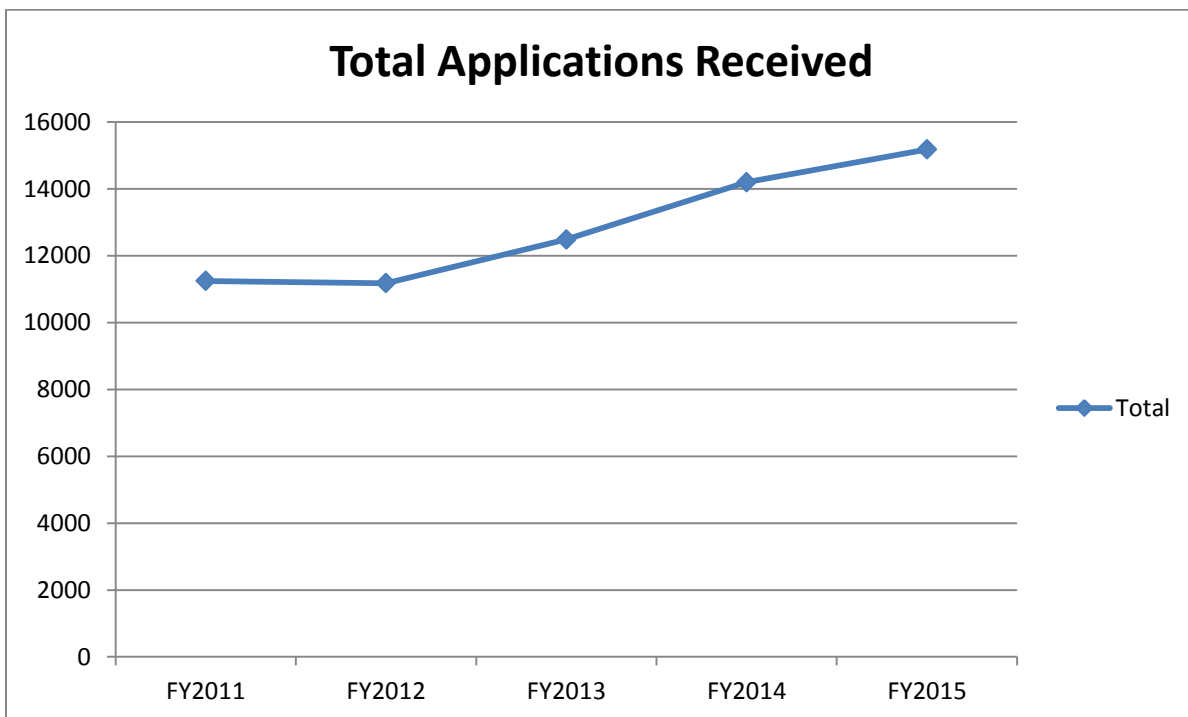
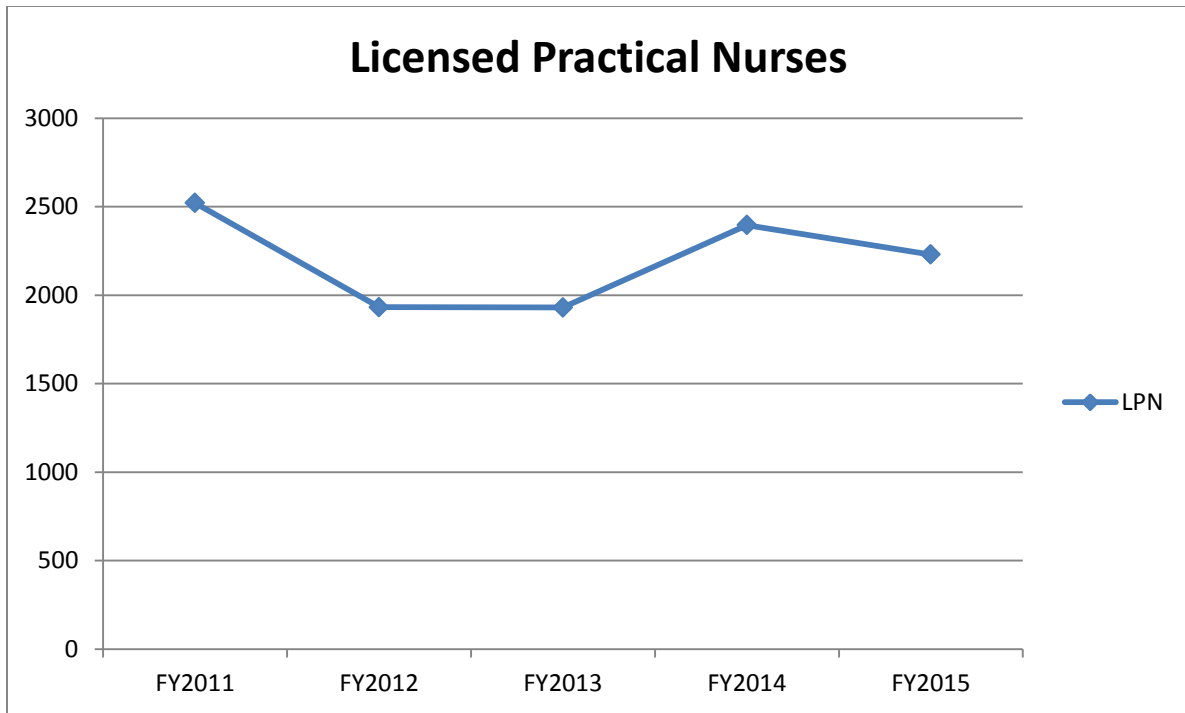
Licensing

The Board exists to protect, promote, and preserve the public health, safety, and welfare through legislative regulation and control of practical nursing, registered nursing and advanced practice registered nursing practice. This is accomplished by ensuring that licensed individuals meet the statutory and regulatory requirements for licensure and have the necessary education, training and skill to practice with reasonable skill and safety.

In FY2015, the Board received 15,174 (12,944 RN and 2,230 LPN) applications for licensure. This number represents a 6.9% increase in applications from FY2014 (14,194). The number of applications received has increased 35% since FY2011 (11,244).

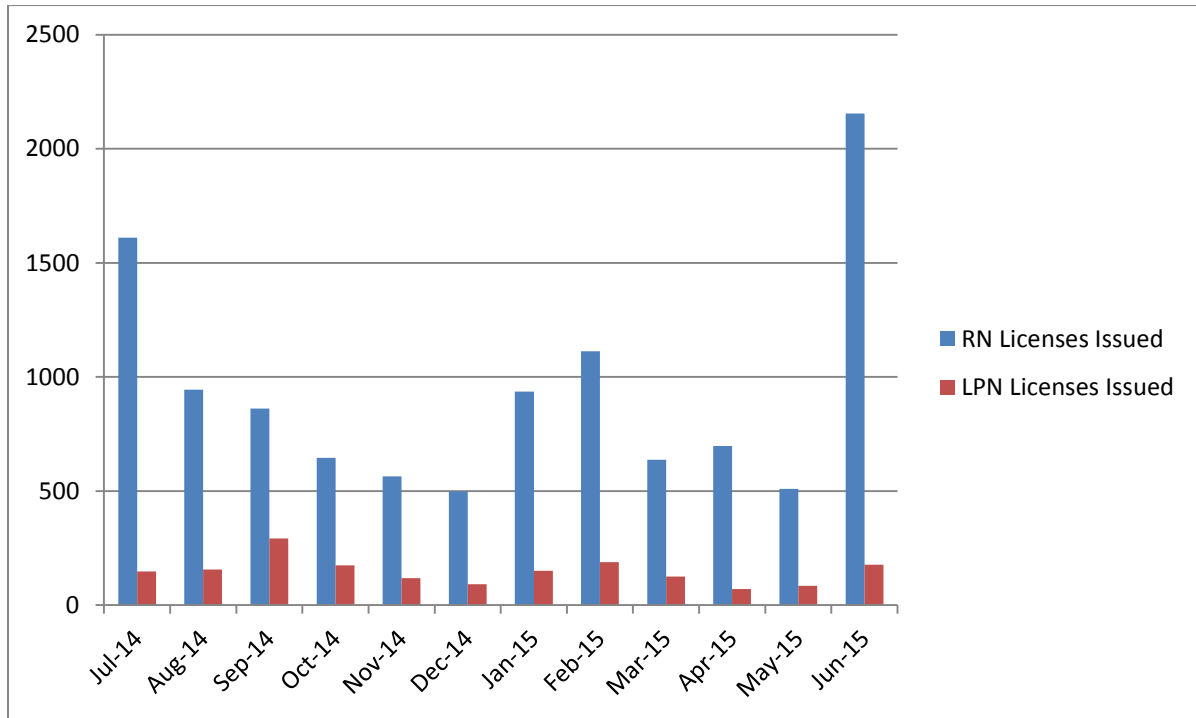
Applications Received From FY2011 Through FY2015





In FY2015, the Board issued 12,952 licenses (11,173 RN and 1,779 LPN). This represents a 19% increase in licenses issued since FY2014 (10,887). The number of licenses issued has increased 33.5% since FY2011 (9,701).

Licenses Issued

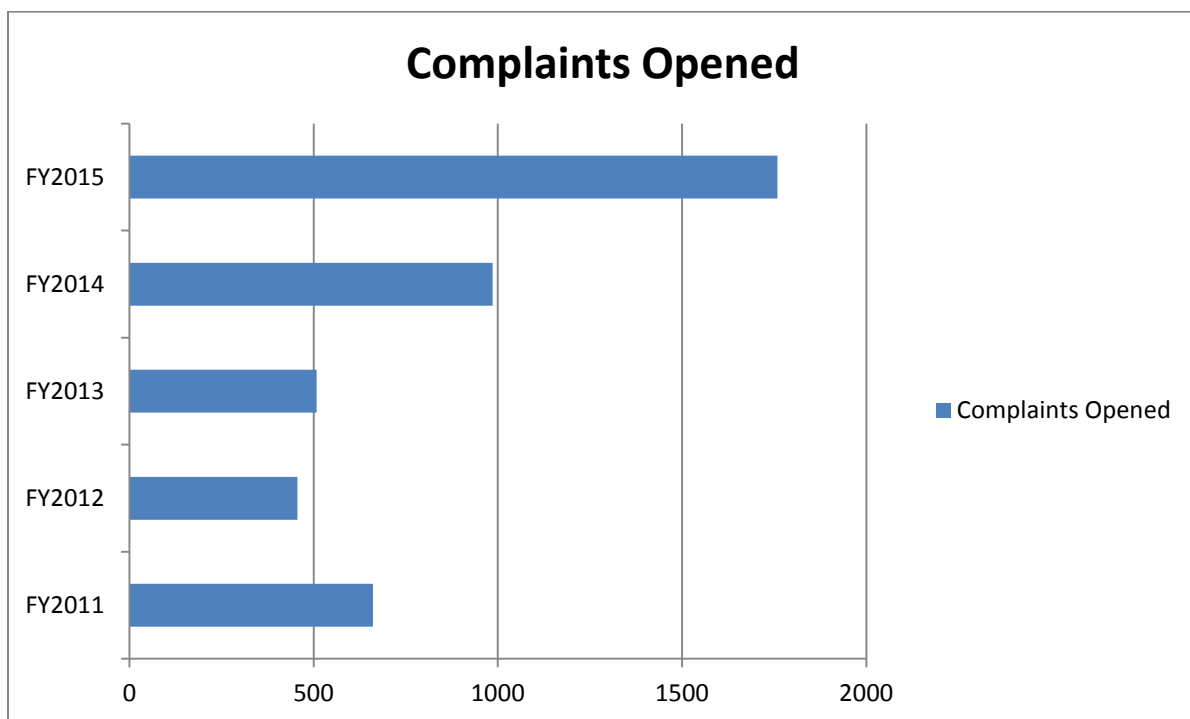


Enforcement

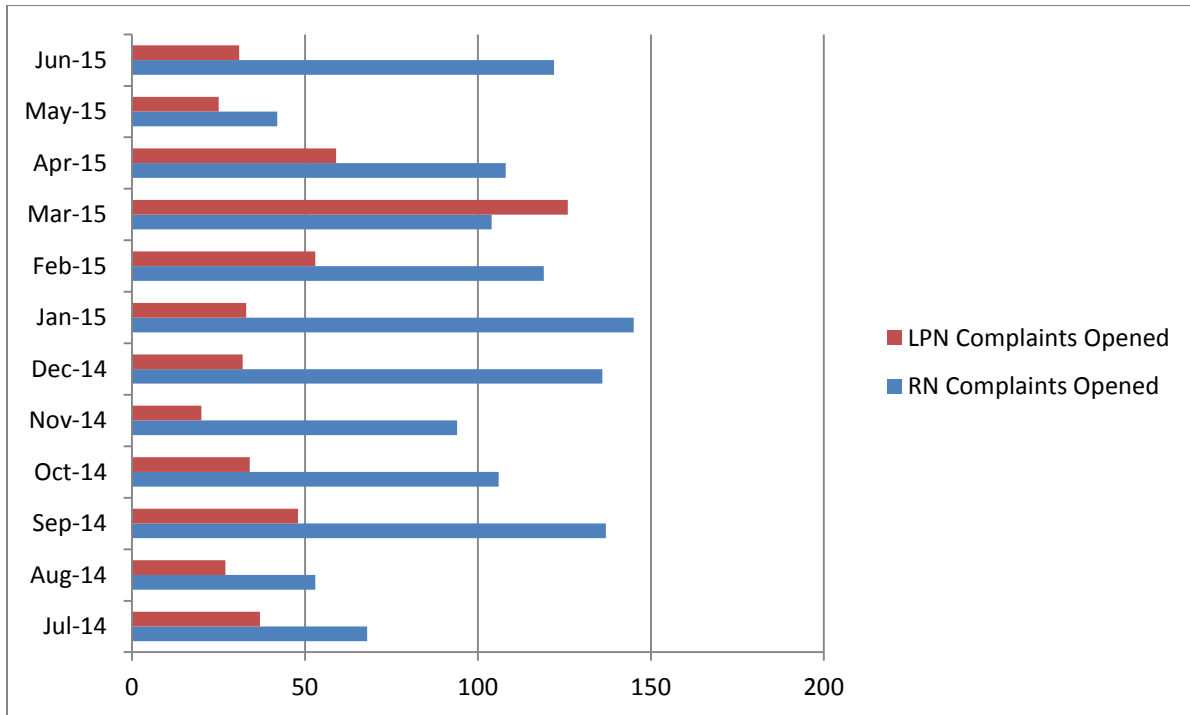
To fulfill its statutory mission to protect, promote, and preserve the public health, safety, and welfare, the Board is responsible for enforcing the Georgia Nurse Practice Act and Board rules used for the regulation of the nursing profession in Georgia. This is accomplished by reviewing, investigating and taking action on complaints submitted to the Board regarding the practice of licensed nurses in Georgia.

In FY2015, the Board opened 1,759 complaints (1,234 RN and 525 LPN). This represents a 78.4% increase in complaints opened since FY2014 (986). The number of complaints received has increased 166.1% since FY2011 (661).

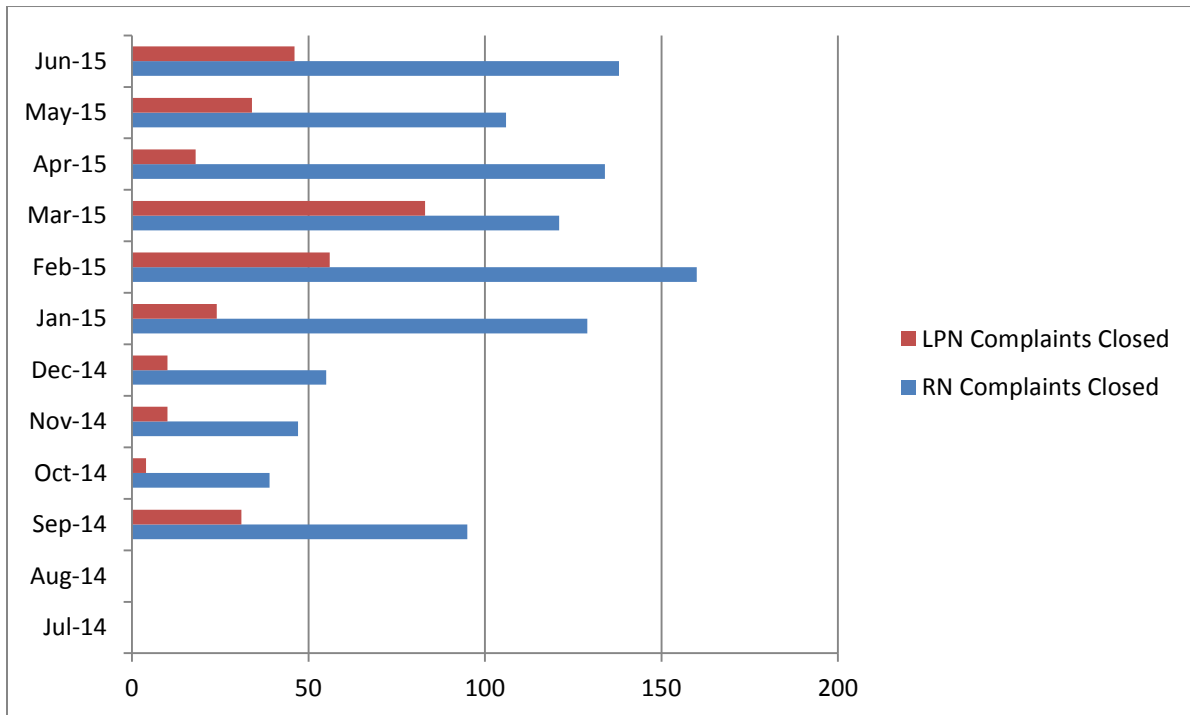
Complaints Opened by Fiscal Year



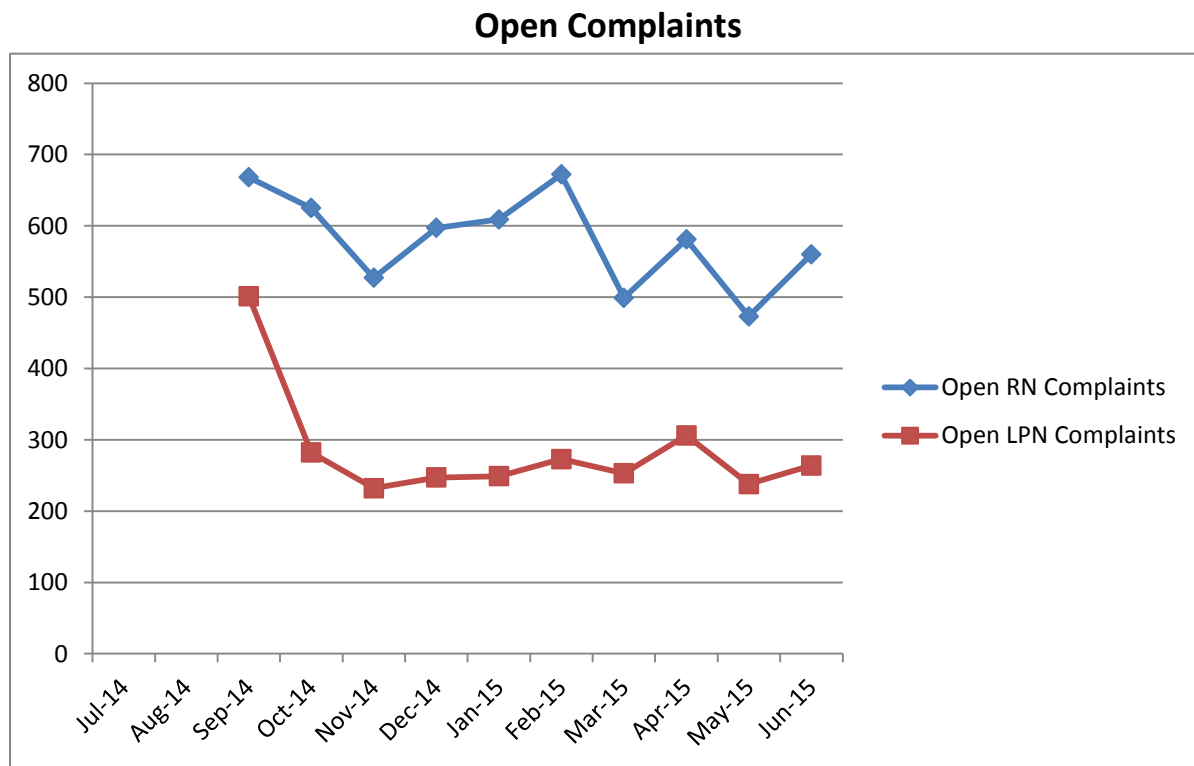
Complaints Opened



Complaints Closed

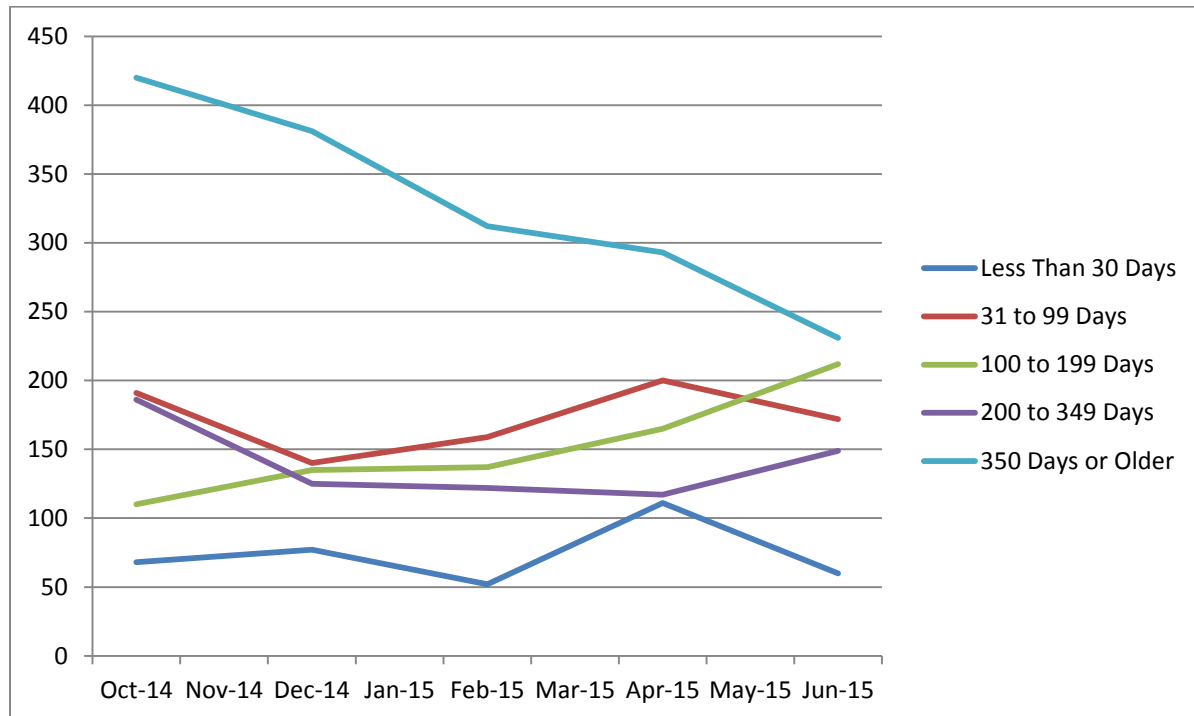


The Board began tracking the total number of open complaints by month in September 2014. As of June 30, 2015, the Board had 824 open complaints (560 RN and 264 LPN). This represents a 29.5% decrease in open cases since September 2014.



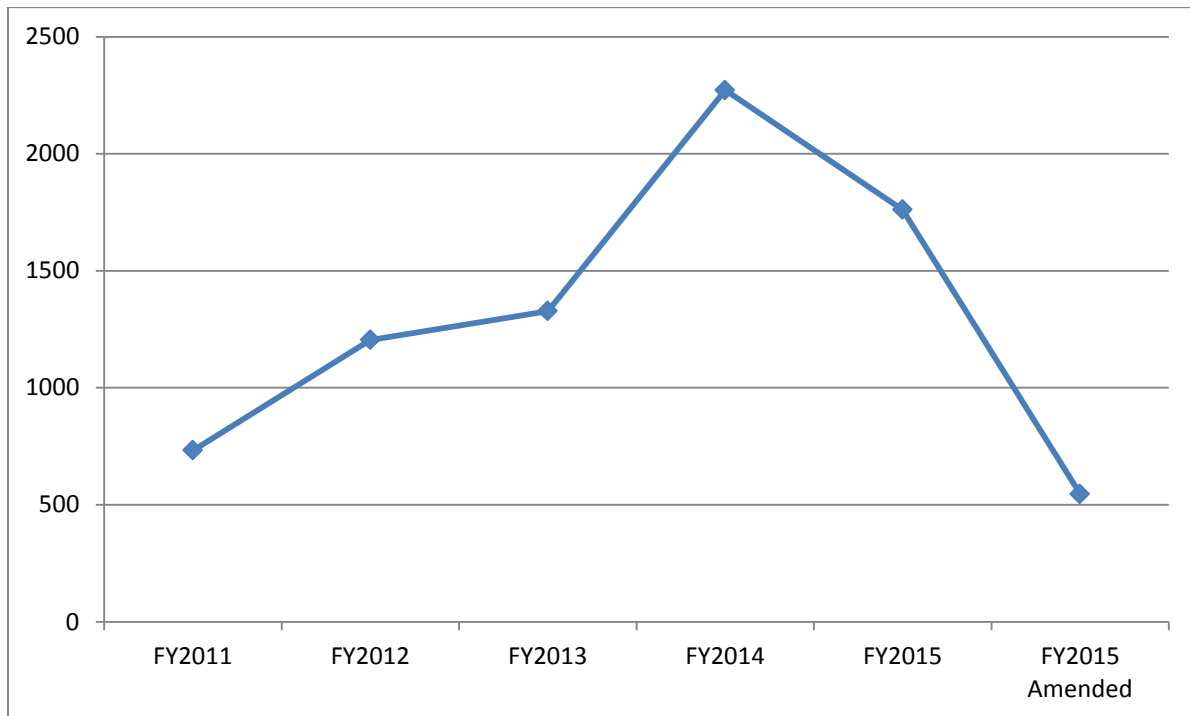
The Board began tracking complaint aging information in October 2014. Information is tabulated every two months in preparation for the Board meetings. Since October 2014, the Board has seen a 45% decrease in cases over 350 days. Additionally, since October 2014, the Board has seen a 19.9% decrease in cases 200 to 349 days. While the number of the oldest cases has decreased substantially, the number of cases 100 to 199 days has increased 92.7% since October 2014.

Complaint Aging Information



In FY2014, the Board began tracking the total number of days a complaint aged from receipt to resolution. In FY2011, complaints were closed after an average of 733 days. The average number of days a complaint aged increased by 64.4% (1,205) in FY2012. In FY2013, the average increased by only 10.2% (1,328). In FY2014, the average increased 71.1% (2,272). It should be noted that the number complaints received in FY2014 also increased by 94.1%. In FY2015, the average decreased by 22.5% (1,761); however, effective July 1, 2014, additional staff members were allocated to the Board and a complete complaint inventory and reconciliation was completed in September 2015. During the inventory and reconciliation, errors caused by data migration and other factors were corrected. Using the data from September 2014 through June 2015 (which excludes the inventory and reconciliation process), the average decreased by 76% (546).

Average Number of Days from Receipt To Resolution



Education

The Board is responsible for the regulation of licensed practical nursing education programs and registered nursing education programs. This is accomplished by reviewing proposals for new nursing education programs and ensuring that the institution has the components required in Board rules to open a successful nursing education program and by reviewing existing nursing education programs and ensuring compliance with all Board regulations.

Nursing Education Programs					
	Approval Status				
Programs	Developmental	Initial	Full	Conditional	Total
LPN	0	0	24	2	26
RN	2	11	37	2	52
Total	2	11	61	4	78